





## Note to reader

Results of the HPRO Card project conducted from March 2008 to September 2009 are presented in several deliverables:

<b>WP1</b>  <b>Identification of the competent authorities and the authorised organisations in charge of validating continuing education and training for healthcare professionals in the European Union Member States</b>	<b>D1:</b> List of the competent authorities for healthcare professionals in each European Union Member State (completed with address, contact, phone, etc.)
	<b>D2:</b> List of the competent authorities in charge of issuing continuing education and training validation
<b>WP2</b>  <b>Knowledge of the progress of Healthcare professionals' Cards in Europe</b>	<b>D3 :</b> Mapping of smart cards, identifiers and frames of reference of healthcare professionals in the Member States
<b>WP3</b>  <b>Conditions for the implementation of strong authentication of healthcare professionals</b>	<b>D4:</b> Proposals for adapted structures that integrate the conditions of confidentiality of personal information exchanges
<b>WP4</b>  <b>Interoperability of different healthcare professionals' authentication systems</b>	<b>D5:</b> Report on interoperability based on statutory, organisational, semantic and technical criteria
	<b>D6:</b> Report on convergence and interoperability of smart cards previously identified
	<b>D7:</b> Report on frames of reference and directory security
	<b>D8:</b> Report on valuated interoperability scenarios

To enable a reading of each deliverable independently from the others, the two introductory chapters related to the European context and HPRO Card project's description are present and indistinguishable in each of the deliverables.





## Contents

1	European context .....	5
2	HPRO Card project.....	12
2.1	The health professional card.....	12
2.2	The HPRO Card Project.....	14
2.3	Presentation of the document and method used.....	19
3	Synthesis and analysis .....	22
3.1	Methodology: the collection of the right information.....	22
3.2	Information collected .....	24
3.3	Analysis of information.....	29
3.4	Orientations and prospects .....	32
4	IDENTIFICATION OF COMPETENT AUTHORITIES.....	35
4.1	Austria.....	35
4.2	Belgium.....	39
4.3	Bulgaria .....	42
4.4	Cyprus .....	47
4.5	Czech Republic .....	50
4.6	Denmark.....	53
4.7	Estonia.....	56
4.8	Finland.....	59
4.9	France.....	62
4.10	Germany .....	65
4.11	Greece .....	69
4.12	Hungary.....	74
4.13	Ireland .....	77
4.14	Italy.....	80
4.15	Latvia.....	85
4.16	Lithuania.....	89
4.17	Luxemburg .....	93
4.18	Malta .....	96
4.19	Netherlands.....	98
4.20	Norway.....	101





4.21	Poland.....	104
4.22	Portugal.....	108
4.23	Romania.....	111
4.24	Slovakia.....	114
4.25	Slovenia .....	116
4.26	Spain .....	119
4.27	Sweden .....	123
4.28	United Kingdom .....	125
5	ANNEXES .....	129
5.1	Annexe 1: The questionnaire .....	129
5.2	Annexe 2: Number of healthcare professionals –the WHO database .....	139

Working paper





# 1 EUROPEAN CONTEXT

---

Healthcare professionals - whether employees or freelance - moving in the common market, are subject to different arrangements under the EU treaty. They benefit from the free movement of labour rules and, depending on the situation, the principles of freedom of supply and freedom of settlement apply. Any European resident is free, subject to his or her resources, to move, to live, to study and to work in another Member State of the European Union, without discrimination based on nationality.

The free movement of persons is one of the four fundamental freedoms of the common market (article 39<sup>1</sup> of the EU treaty), it is a principle element of European citizenship. Healthcare is basic support system of the European Community. Thus, any action taken at a European level cannot be a substitute for national health systems organisation (article 152 of the EU treaty). It is for this reason that the HPRO Card study was based on the preservation of national distinctions.

In order to facilitate the establishment of this freedom, in the mid-seventies the European Community adopted several legally derived dispositions for each profession. Directive 2005/36/CE concerning the recognition of professional qualifications is the final result of this, since it consolidates all the previous sectoral directives; it also reinforced the recognition of diplomas. Consequently, certain regulated professions, notably in healthcare, benefit from the automatic recognition of diplomas: doctors, dental surgeons, midwives, pharmacists and nurses. This automatic recognition is a real leap forward for the seven million or so European healthcare professionals.

This mobility can manifest itself in two ways:

- the healthcare professional can decide to operate permanently in a member state other than the one where he or she qualified or where he or she operates currently: establishment
- or
- can decide to operate temporarily or occasionally in another member state: supply of service.

To optimise the working of the common market, it is necessary to ease the administrative requirements so that healthcare professionals can move freely and safely throughout the European Union. However, this simplification of procedures must not be undertaken to the detriment of patient safety. It would seem indispensable today that healthcare regulatory bodies coordinate their activities towards finding an area of mutual trust. The information and communication technologies associated

---

<sup>1</sup>

1. The free movement of workers is guaranteed within the European Community
2. It involves the abolition of all discrimination, based on nationality, against workers of the member states, regarding employment, remuneration and other working conditions.
3. It includes the right, subject to the limitations justified by reasons of public order, public safety and public health :
  - a) to reply to offers of employment
  - b) to move freely for this reason within the territory of the member states
  - c) to stay in a member state in order to exercise a function which conforms with legal, regulatory and administrative requirements governing the employment of local workers
  - d) to remain, in conditions governed by applicable regulations established by the European Commission, in the territory of a member state, after having filled a position there [...].





with the deployment of a card for healthcare professionals will undoubtedly bring security and exchangeability to this part of the common market.

## 1.1 Mobility of professionals and protection of patients, two inseparable requirements; the creation of an area of trust for patient safety must go hand-in-hand with the mobility of professionals.

Badly managed mobility of healthcare professionals can mean risks for patient safety; for example, certain professionals who are not qualified to practise in their own country could attempt to go and work in another member state.

Several initiatives, both institutional and professional, have been launched in order to accompany this mobility. These initiatives aim to ensure appropriate measures will guarantee a high level of patient protection.

### ➤ Institutional initiatives:

- The most recent is the proposal contained in the Directive relative to “**the application of the rights of patients relating to cross-border healthcare**” which is under discussion within the European institutions in compliance with 'co-decision' procedures. The European parliament amended this text at the first reading on April 23<sup>rd</sup> 2009.

Three of the amendments adopted<sup>2</sup> at this first reading insisted on the necessity of improving the exchange of information between competent healthcare professional authorities and could constitute a basis for the introduction of the HPRO card.

These amendments concern articles 5, 10 and 13 and relate to the exchange of information. They stipulate:

”The member states are to inform each other immediately and systematically whenever a ruling is made against the registration or the right to practise of a healthcare provider or healthcare professional”

“(...) information relative to healthcare professionals and healthcare providers is made easily accessible, using IT tools, by the member states where they are registered – this information to include the name, registration number and place of practise, as well as any possible restrictions placed on the right to practise.”

« Member states take the initiative to exchange information immediately on the rulings of disciplinary and criminal proceedings where healthcare professionals are concerned, when they have an impact on the right to registration or to provide a service. »<sup>2</sup>

---

<sup>2</sup>These amendments reflect the position of the European parliament at the end of the 6<sup>th</sup> legislature and are subject to modification during the course of the co-decision procedure







Making available to the member states the technical tools necessary to respond to the demands of administrative cooperation planned in Directive 2005/36 (articles 8 and 56) is another of the challenges that the European Commission wishes to meet in setting up the IMIS system.

- **The Internal Market Information System<sup>3</sup> (IMI)** is a project that has been developed by the European Commission (D-G Internal Markets). This project is part of the transposition of the Directive relative to the recognition of professional qualifications 2005/36/CE (see above) and the Directive on Services. It aims to create a secure internet portal, available for use by competent authorities, in order to facilitate communication and the exchange of information between them, on the subject of professionals covered by the Directive. It will allow, therefore, the free movement of professionals while enabling the authorities to exchange information more easily.

IMI/HPRO Card Interaction:

The approach of the HPRO Card project is complementary. It will give an employer, or any interested party, the means to know quickly and securely which is the appropriate competent authority for a particular migrant professional.

Furthermore, the card will offer the means to check and ensure that the professional is not subject to any home state sanctions preventing him or her from practising, and also enable the host state to check that the person is indeed who he or she claims to be. This project is consistent with the other strategic projects developed by the European Union.

- The European Commission (D-G Health and Consumers) adopted a **green paper relating to healthcare personnel** in Europe<sup>4</sup> on 10<sup>th</sup> December 2008. This **aims to explore the ways that Europe can be provided with healthcare professionals of high quality and in sufficient number**. This document has led to a public consultation on the way to respond to the challenge of an ageing European population – recruitment, training and specialisation, working conditions, growing costs for healthcare systems.

The question of European and international mobility of healthcare professionals and the problems of patient protection associated therewith are addressed in this document.

The objectives of the green paper are:

- To identify the difficulties with which European healthcare professionals are confronted;
- To define the fields in which the Commission deems measures can be taken;
- To open the debate at a European level.

Medical demography, sanitary capacity, training of healthcare professionals, management of the mobility of healthcare professionals are all considered challenges which need to be addressed.

In the green paper, the Commission has planned to “follow the progress made” within the framework of the HPRO Card.

<sup>3</sup> <http://www.mohprof.eu/LIVE/index.html>

<sup>4</sup> COM(2998) 725 dated 10.12.2008





These initiatives show the willingness of various European players to ensure a certain amount of control and surveillance over the mobility of healthcare professionals, and the necessity to connect the authorities responsible for their regulation.

➤ **Professional Initiatives**

- The **HPCB<sup>5</sup> (Healthcare Professionals Crossing Borders)** project is an informal partnership gathering together the European authorities regulating healthcare professionals. It was set up to enable them to collaborate on various questions relating to the mobility of healthcare professionals. The project was launched in 2004 and for the moment the secretariat is the British General Medical Council. Under the British presidency of the European Union in 2005, representatives of the authorities from the health sector throughout Europe established the founding principles of 'Crossing Borders', as described in the Edinburgh Agreement. This agreement set up a two-year action plan for a European collaboration on the exchange of information between health authorities.
- The **MohPro<sup>6</sup>**, project, co-financed by the European Commission, has the objective of studying healthcare professional mobility trends both within and outside the European Union. It is a matter of measuring the impact of migration on national health systems.

A better coordination of national regulators is thus indispensable today to ensure the quality of care and the safety of patients in Europe. A European Healthcare Professional Card will facilitate the connecting of these regulators. It could constitute an important advance towards a better understanding of the movements of these professionals.

## **1.2 The European Healthcare Professional Card: a tool serving mobility of professionals and healthcare safety.**

- **Secure identification of European healthcare professionals: need for a common definition of the conditions of issue and manufacture of the Professional Card**

---

<sup>5</sup> <http://www.hpcb.eu/>

<sup>6</sup> <http://www.mohprof.eu/LIVE/index.html>









- To facilitate the recognition of qualifications
- To promote the mobility of professionals due to administrative simplification
- To guarantee the safety of consumers and patients

Thus, the report specified that existing national cards could be provided with a European element and could include the professional's CV. The European Parliament asked the Commission to find out and present the progress of the work done on these cards. This report has, therefore, a not insignificant impact on the HPRO Card project.

➤ **The development of the project in terms of e-healthcare**

The European Commission also has a very active policy in the field of e-healthcare. Numerous initiatives which could be addressed in greater detail in the framework of WP4<sup>10</sup> could benefit from the development of the healthcare professional card which, by the inclusion of certain e-healthcare applications, could simplify implementation. The notable initiatives are

- **EPSOS<sup>10</sup>**: the objective of which is to develop electronic prescription services and patient medical files.
- **Calliope<sup>11</sup>**: relating to interoperability, is concerned with the exchange of experience in the field of e-healthcare between political and institutional policy-makers and the sector's professionals.
- **Stork<sup>12</sup>**: is concerned with electronic identification and authentication, and the associated aspects of interoperability
- **Netcards<sup>13</sup>**: is concerned with patient cards at the European level.

All the new technologies being studied today in these European projects to improve patient care require solid means of authentication. The deployment of a European healthcare professional card or of other systems, having the same certification and authentication results, is a pre-requisite to the deployment of any other infrastructure handling individual data relating to healthcare.

---

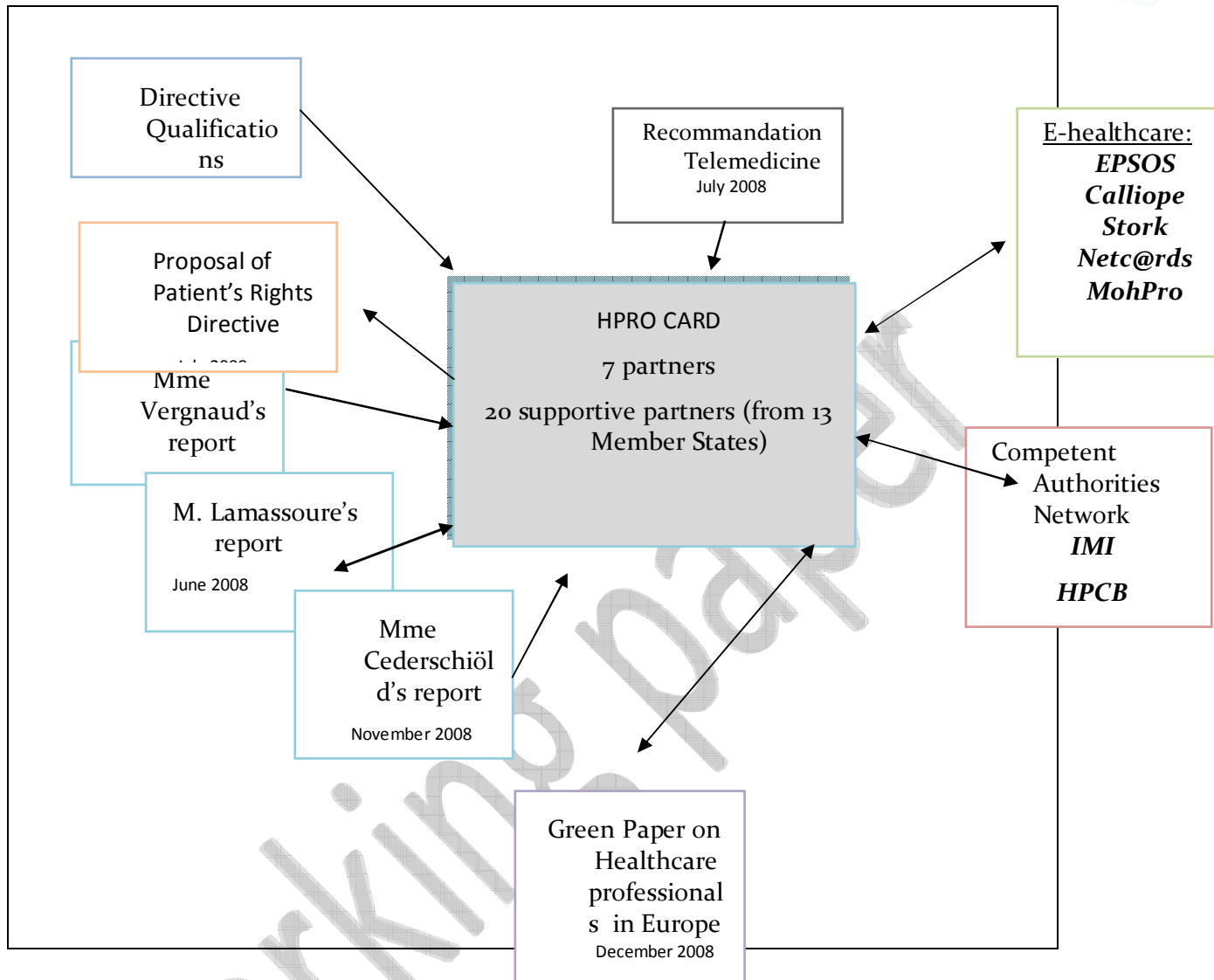
<sup>10</sup> <http://www.epsos.eu/>

<sup>11</sup> [www.calliope-network.eu](http://www.calliope-network.eu)

<sup>12</sup> [www.eid-stork.eu](http://www.eid-stork.eu)

<sup>13</sup> [www.netcards.eu](http://www.netcards.eu)







## 2 HPRO CARD PROJECT

---

### 2.1 The health professional card

In the legislative process that resulted in the adoption of Directive 2005/36/CE, the issue of the communication between regulatory authorities and the exchanges of information relating to the fitness to practice of migrant professionals was again considered of great importance. The debate that took place at that time concluded in several parallel initiatives including the Directive, stating that:

**Whereas 32 of directive 2005/36/CE**

*The introduction, at European level, of professional cards by professional associations or organisations could facilitate the mobility of professionals, in particular by speeding up the exchange of information between the host Member State and the Member State of origin. This professional card should make it possible to monitor the career of professionals who establish themselves in various Member States. Such cards could contain information, in full respect of data protection provisions, on the professional's professional qualifications (university or institution attended, qualifications obtained, professional experience), his legal establishment, penalties received relating to his profession and the details of the relevant competent authority.*

At this moment a group of competent authorities identified the need for better regulation through a European healthcare professional card which would facilitate healthcare professionals' movements while ensuring the necessary quality control for patient safety. Indeed, if the free mobility of healthcare professionals is stated again in the directive 2005//36/EC, mobility is not so easy to deal with, either for the host Member State which needs to check the identity and the status of the healthcare professional or for the professionals themselves who need to provide the host member state authority with a lot of documents to prove their right to practise.

To deal with all these difficulties, the European healthcare professional card could be used as a tool to facilitate the exchanges of data and information.

The reflection of the initial group of competent authorities can be considered in three phases:

- Preparation for a community of supportive members of the project,
- The HPRO Card project,
- The implementation of the European card.

#### 2.1.1 Phase 1: Preparation for a community of supportive members

In 2007, before the allocation of funding by the European Commission, some competent authorities, especially in France and in Belgium, started to consider the benefit of harmonising all healthcare professional cards by the adoption of a European standard. Their reflection was based on European Directive 2005/36/EC on the mutual recognition of professional qualifications which reinforced the right to free establishment and free provisions of services for:

#### 5 healthcare professions:





- Dentists
- Midwives
- Nurses
- Pharmacists
- Physicians

A working group was constituted in order to establish a community of supportive members for the project. It gathers competent authorities from the European Union and from associated countries such as Norway and Switzerland

The first phase of this cooperation and study led to the specification and the design of a common visual to be printed on the European side of the European healthcare professional card.

This visual is presented below:



This European visual was officially presented to MEPs, notably Bernadette Vergnaud and Evelyne Gebhardt, to the European Parliament on 17th October 2007.. On that occasion, 15 countries representatives agreed on what could be the European side of the card.

### 2.1.2 Phase 2: the HPRO Card project

This first working group decided to present a project to the European Commission in order to obtain funds to pursue their reflection and to study the feasibility of a European healthcare professional card.

This project was recognized by the Commission in February 2008 and the study started in March: It is called HPRO Card.

This phase is an 18 month study whose main objectives are:

- To identify competent authorities for the regulation of healthcare professionals and to identify organizations in charge of validating continuing education and training in European Union member states;
- To map the current situation of healthcare professionals cards in Europe;
- To define the conditions required for implementing a strong authentication of healthcare professionals;













**providers and those in charge of validating continuing education and training in the European Union member states**

**Objectives:**

- To know, in each member state, who are the competent authorities as far as the management and regulation of healthcare providers is concerned (if necessary, as a supplement to the research made within the framework of the IMI project) to map them and, possibly to associate them with the development of a professional European card;
- To identify all approved training institutions;
- To understand their organisation and know the appropriate services for the requests for information when issuing the cards ;
- To give the means to those who need them (employers, institutions and professional associations) to know which is the competent authority regarding a migrant healthcare professional.

**2.2.2.2 WP2: Implementation of Health Professional Cards in Europe: state of affairs**

**Objectives:**

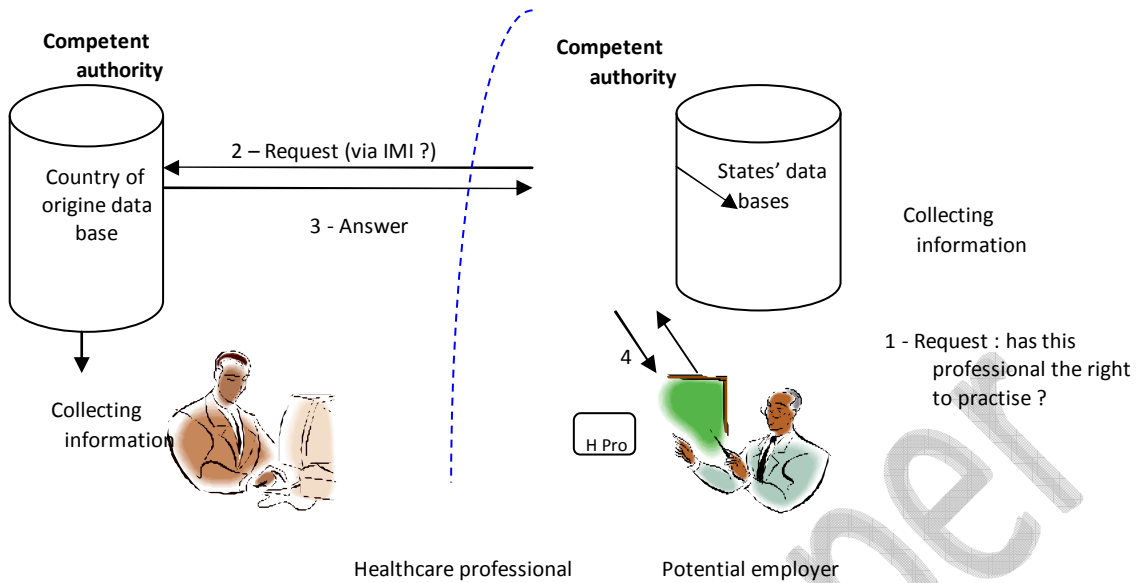
- To make an inventory of the different systems implemented in Europe relative to the identification, the strong authentication, the electronic signature and the encoding of data relating to healthcare professionals.

**2.2.2.3 WP3: Conditions for the implementation of a strong authentication of healthcare professionals**

**Objectives:**

- To study to what extent the principles of strong authentication based on electronic certificates contained in the chips of the cards, can be of any help facilitating the process of registration of a professional in the host member state;;
- To propose structures which could enable a strong authentication in all European member states as illustrated in the plan below:





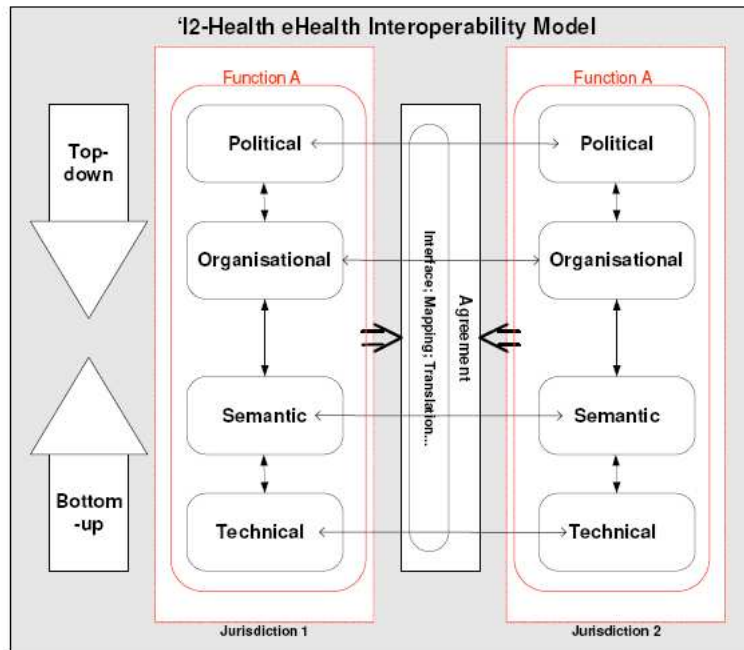
**2.2.2.4 WP4: Interoperability of different healthcare professionals authentication systems**

**Objectives:**

- To identify the conditions necessary for the interoperability of strong authentication systems;
- To study the conditions necessary for the convergence of data directories.

In the document drafted by Ehtel “- i2Health Work one “Interoperability Initiative for a European e-Health Area” four levels of interoperability are identified. Each of them covers the several items which need to be studied in detail so that the interoperability between two systems is concretely possible.





Layer	Coverage
Political/Legal	Definition of scope and covered entities Agreement on trust model Nomination of competent authorities
Organisational	Registration procedures Revocation procedures
Semantic	Data model Identifier definition
Technical	ID-tokens (e.g. smart cards) Certificates Verification services

It is only when all the questions raised at each level of interoperability have been dealt with and solved that it is feasible to test, demonstrate and validate interoperable solutions.

The objective of the HPRO Card project is that its results be used to establish qualified specifications and to start the tests of technical interoperability by gaining the support of the industrials developing electronic tools dedicated to the healthcare sector such as IHE (Integrating the Healthcare Enterprise) an association of industrials trying to facilitate the elaboration of common technical norms on which they can rely to develop their products. These industrials are indeed expecting to implement mechanisms using healthcare professionals' authentication and electronic signature.





### **2.2.2.5 WP5: Project management**

#### **Objectives:**

- To manage the project so that the various partners are coordinated and fulfil their commitments as stated within the framework of the study validated by the European Commission.
- To ensure correct functional and financial reporting of the project to the European Commission.

### **2.2.2.6 WP6: Dissemination**

#### **Objectives:**

- To allow the partner, the supporting members and other interested parties to follow progress; ;
- To keep political authorities informed about the development of the project;
- To inform the stakeholders in the healthcare sector (syndicates, competent authorities of the professions, persons, states ...) of the results of the study

## **2.3 Presentation of the document and method used**

This deliverable is the first one regarding the feasibility study. It aims at identifying all competent authorities for the 5 healthcare professions concerned in each European Member State.

Information has been collected over 18 months, through 16 working meetings with European competent authorities organised by HPRO Card's consortium. This information deals with the number of healthcare professionals, the identification of the competent authorities and the design of healthcare professionals' registration process.

This document presents all the pieces of information collected

#### **- Identification of healthcare professionals' figures**

In order to estimate the population concerned by the European healthcare professional's card, figures about healthcare professionals were collected for each profession in every European Union Member State.

Different sources were used:

- International databases, such as WHO: WHO's database was chosen as the reference, because all European Union Member States are included in it. Moreover, for OECD's countries, WHO's figures are usually the same as OECD's database.
- National competent authorities' databases





	Number of professionals	
	WHO	HPRO Card's contact
<b>Pharmacists</b>		
<b>Physicians</b>		
<b>Dental practitioner</b>		
<b>Nurses</b>		
<b>Midwives</b>		

These figures can be different from one database to another. Indeed, definitions and periods used to count professionals are not always the same at the international and the national level.

International databases use their own definition in order to make different national figures comparable. At the national level, some competent authorities count all registered professionals while others count only practicing healthcare professionals. For instance, in Ireland, the competent authority counts 17 762 registered midwives and only 2 500 practising midwives.

In the same way, international and national databases are not updated at the same period. Data presented in the table is not issued the same year, but it represents the last figures we found available.

For all these reasons, these figures have to be interpreted with caution. They give the reader an estimation of the population concerned by the project.

- **Identification of competent authorities**

To identify the competent authority in every country, the investigation was based on the definition given in the European directive 2005/36/EC:

A competent authority is « **any authority or body empowered by a Member State specifically to issue or receive training diplomas and other documents or information and to receive the applications, and take the decisions, referred to in this Directive** ».

When several competent authorities exist, the authority concerned by the project is the one responsible for **issuing the right to practise** for healthcare professions. This competent authority will be the official interlocutor for the host Member State.

All its contact details are collected in order it to be included in the European Healthcare professional's Card:

- Name of the competent authority
- Contact details: address, phone, fax, emails
- Website of the competent authority



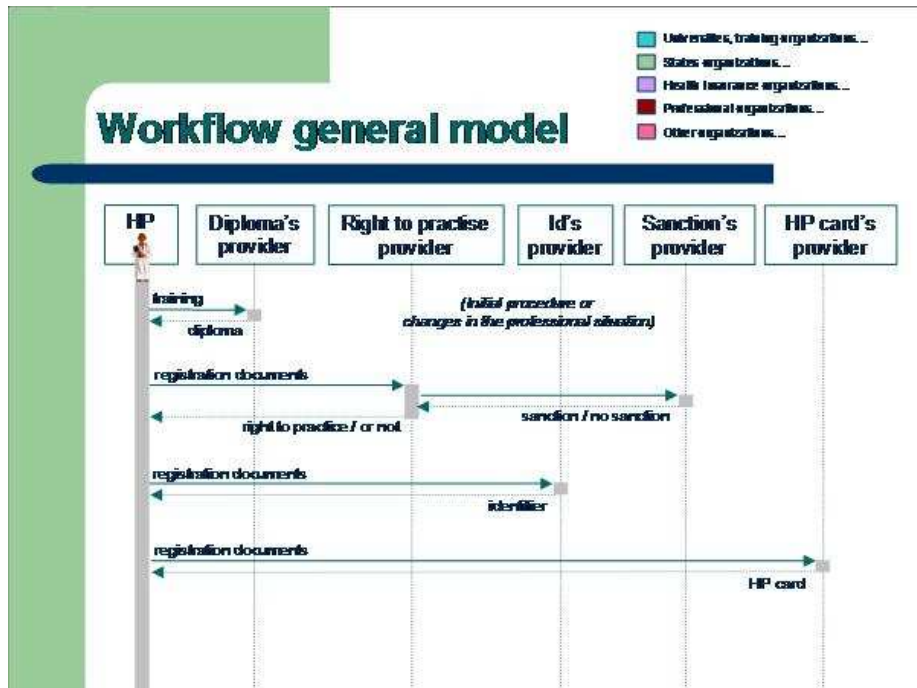




- **Identification of registration processes of healthcare professionals**

In this deliverable, the list of competent authorities is completed by a study of the processes of healthcare professional's registration. The description of these processes shows also the methodology used in each country to identify the right interlocutor to be written on the European card.

Those details are presented in this workflow:



This workflow presents a general overview of the registration process. It was discussed with every competent authority met in order to understand and to introduce national specificities. For instance, regarding the sanctions, their nature and execution can be very different from a country to another. The discussion allowed inclusion of these differences in the study when they had an impact on the registration process and the updating of the professional database.

Finally, this deliverable is composed of two documents:

- The description of registration processes by country and for each healthcare profession** that led to the identification of the competent authority and healthcare professionals' figures.

This document is called: "**date-HPC-WP1-L1 competent authorities**"

- The list of competent authorities and of their details.**

This document is called: "**date-HPC-WP1-AUT**".

*N.B: this document lists the name of the competent authorities, their address, their contact person, etc. All these details can change for different reasons. Thus this list has to be updated and continuously validated by the persons and competent authorities concerned.*





### 3 SYNTHESIS AND ANALYSIS

---

#### 3.1 Methodology: the collection of the right information

Information was mainly collected through working sessions with competent authorities and organised by HPRO Card Consortium. These meetings were the occasion:

- To meet the national competent authorities;
- To present the HPRO Card project, its aims and methodology;
- To collect the right information, directly given by people and competent authority in charge of issuing the right to practice.

These meetings usually gathered together one or several competent authorities.

Over 18 months, 16 working sessions were organized by HPRO Card Consortium in 16 different European Union Member States. These meetings allowed the HPRO Card team to meet nearly 190 people coming from 21 countries.

##### List of the working sessions:

- **Spain (Madrid) – April 9, 2008**

17 participants representing 13 professions:

- o Poland: pharmacists
- o Luxembourg: all professions
- o Slovakia: all professions
- o Spain: physicians, dental practitioner

- **Hungary (Budapest) – June 16, 2008**

10 participants representing 6 professions:

- o Hungary: all professions
- o Romania: physicians

- **Austria (Vienna) – July 7, 2008**

The participants represented 3 professions

- o Austria: pharmacists, doctors, dental practitioner

- **Poland (Krakow) – September 26, 2008**

9 participants representing 7 professions:





- Poland: physicians and dental practitioner
- Estonia: all professions
  
- **Portugal (Lisbon) – October 16, 2008**  
12 participants representing 5 professions
  - Portugal: all professions
  
- **Sweden (Stockholm) – November 13, 2008**  
The participants represented 5 professions
  - Sweden: all professions
  
- **Romania (Bucharest) – December 12, 2008**  
Nearly 50 people attended this meeting representing 5 professions
  - Romania: all professions
  
- **Italy (Latina) – January 9, 2009**  
17 participants attended this meeting representing 3 professions
  - Italy: physicians, dental practitioner, pharmacists
  
- **United-Kingdom (London) – January 16, 2009**  
20 participants representing 2 professions
  - United-Kingdom: midwives and nurses
  
- **Czech Republic (Praha) – February 18, 2009**  
13 participants representing 3 professions
  - Czech Republic : physicians, dental practitioner and pharmacists
  
- **Ireland (Dublin) – February 17, 2009**  
The participants represented 4 professions
  - Ireland: physicians, midwives and nurses and pharmacists
  
- **Greece (Athens) – June 1, 2009**  
The participants represented 4 professions
  - Greece: physicians, midwives and nurses and pharmacists
  
- **Netherlands (Den Hagen) – June 17, 2009**  
The participants represented 4 professions







	physicians		pharmacists		dental practitioners		midwives		nurses		TOTAL	
	WHO	HPRO Card's contact	WHO	HPRO Card's contact	WHO	HPRO Card's contact	WHO	HPRO Card's contact	WHO	HPRO Card's contact	WHO	HPRO Card's contact
Austria	30 068	37 000	5 106		4 467	4 500	1 737	1 958	52 045		93 423	
Belgium	44 125	46 004	15 126	12 305	8 305	8 535	7 290	8 657	139 993	162 807	214 839	238 308
Bulgaria	28 111	34 000	957	5 400	6 512	8 900	3 429	4 800	31 599	4 800	70 608	57 900
Cyprus	1950		160		715	740	NC	171	3361		6 186	
Czech Republic	36 595	40000	5 842	8000	6 933	6000	4 226		86 894	100000	140 490	
Denmark	19 447		3 594		4 568		1 285		53 237		82 131	
Estonia	4414	5522	869	1814	1175	1465	444	581	8803	10749	15 705	20 131
Finland	17357		8161		4490		1890		45040		76 938	
France	207278		69431		41377		16996	20000	469012		804 094	
Germany	284 427		46 950		65 685		17 006		645 210		1 059 278	
Greece	55 779		7709		13492		2517		37644		117 141	
Hungary	30 575		5 364		4 997		1 949	4519	90 222		133 107	
Ireland	12 394	19075	3 738	4400	2 414		NC	17762	65 415	50530	83 961	
Italy	215 001		44 000	65 500	36 998		17 193	16000	403 001		716 193	
Latvia	7200		NC	2721	1561	1557	442		12398		21 601	
Lithuania	13 510		2 184		2 249		971		25 169		44 083	
Luxembourg	1308	1507	401	466	358	406	136	191	4470	4876	6 673	7 446
Malta	1564		790		190	2000	131		2280		4 955	
Netherlands	60 616		2 846		8 006		2 197	3000	237 355		311 020	
Poland	75990	127290	21953	12500	11871	34512	20816	303648	178654	303648	309 284	477 950
Portugal	36 311	39 471	10 369		6 178		870	2035	48 385	56859	102 113	
Romania	41455		900		4360		4913	6000	85785		137 413	
Slovakia	16919	21000	2645	3900	2448	3 000	1723	2185	34113	35000	57 848	
Slovenia	4740		908		1202		657	619	15113		22 620	
Spain	139 728	39360	39 900	61 975	23 299	25 697	7 032		322 601	213000	532 560	
Sweden	29 438		5 436	2913	13 797	11092	6 348	8066	92 231	135054	147 250	
United Kingdom	127 241		35 687	48089	26 237		37 380	40091	298 391		524 936	
<b>UE TOTAL</b>	<b>1 543 541</b>		<b>341 026</b>		<b>303 884</b>		<b>100 809</b>		<b>3 488 421</b>		<b>5 777 681</b>	

Among these professionals, 60.6 % are nurses, 26.4 % are physicians, 5.9 % are pharmacists and 5.3 % are dental practitioners and 1.7 % are midwives.

These professionals are not distributed equally throughout all European Union Member States. For instance, Germany represents 18.4 % of the five categories of healthcare professionals concerned by the project. France represents 13.9 %, United Kingdom 9 % and Luxembourg 0.1 %.

However, all European Union Member States are potentially affected by the mobility of healthcare professionals. Some studies<sup>16</sup> report that these movements, until now, have been from “donor countries” to “recipient countries”.

<sup>16</sup> *Healthcare professionals in the OECD countries: how to respond to the imminent crisis?*, OECD 2008





This distinction between the two groups of countries is still important today:

- “Recipient countries” are mainly former European Union Member States. Within this group, Luxembourg, for example, is particularly affected. In 2000, almost 80 % of physicians and 90 % of nurses practicing in Luxembourg came from abroad. These professionals came from adjacent countries.
- “Donor countries” are mostly recent European Union Member States. In Estonia, in April 2006, 4.4% of healthcare professionals (including 61% of doctors) requested a certificate to work abroad. Similarly, in Poland, between 2004 and 2006, almost 4.3% of physicians asked to work abroad.

As noted by this same study, migration will grow in coming years, due to the facilitation of movements within the EU and pay differentials. The nature of this movement will certainly change: it used to be bilateral involving two main professions (doctors and nurses) but in the future it will be multifaceted.

This movement is changing the situation. Indeed, it is creating interdependence between countries in human resources’ management of the healthcare sector, in terms of distribution, quality of care and patient safety.

### 3.2.2 Summary of the information collected

The feasibility study affects 27 countries and 135 professions<sup>17</sup> in the European Union. Over 18 months, **70 % of the countries were totally studied** (30 % were partially studied) and **nearly 81 % of the healthcare professions were totally studied** (19 % were partially studied).

---

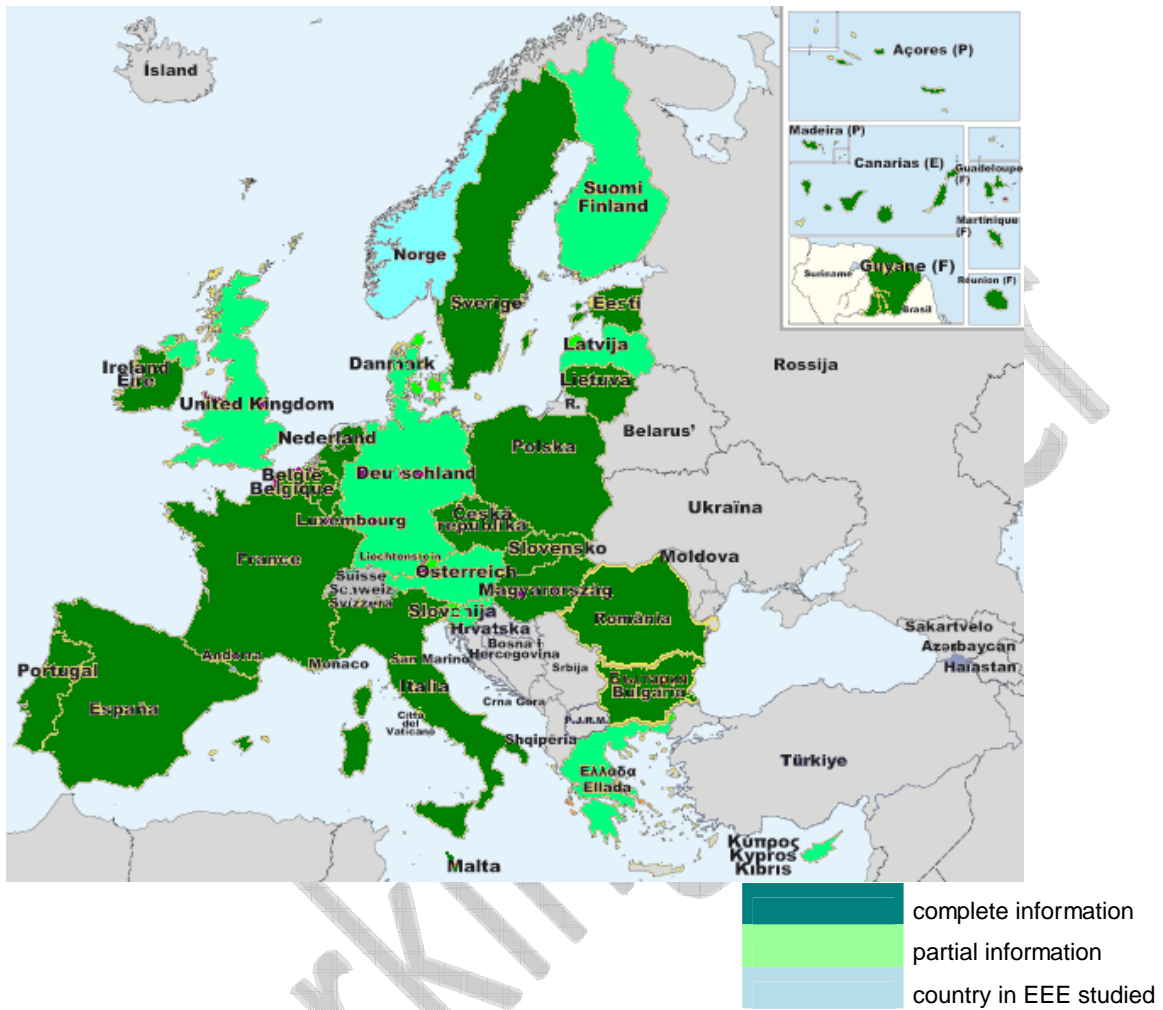
<sup>17</sup> Indeed the project affects 5 healthcare professions in 27 European Union Member States which represents 135 healthcare professions to study.







**Update of the studied countries**

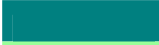





Overview on the information collected

*Update of the collected information, for each profession*

	Pharmacists	Physicians	Dental practitioner	Midwives	Nurses
Austria	complete	complete	complete	partial	partial
Belgium	complete	complete	complete	complete	complete
Bulgaria	complete	complete	complete	complete	complete
Cyprus	complete	partial	complete	partial	partial
Czech Republic	complete	complete	complete	complete	complete
Denmark	partial	partial	partial	partial	partial
Estonia	complete	complete	complete	complete	complete
Finland	complete	partial	partial	partial	partial
France	complete	complete	complete	complete	complete
Germany	complete	complete	partial	complete	complete
Greece	partial	complete	partial	complete	complete
Hungary	complete	complete	complete	complete	complete
Ireland	complete	complete	complete	complete	complete
Italy	complete	complete	complete	complete	complete
Latvia	complete	partial	complete	partial	partial
Lithuania	complete	complete	complete	complete	complete
Luxembourg	complete	complete	complete	complete	complete
Malta	complete	complete	complete	complete	complete
Netherlands	complete	complete	complete	complete	complete
Poland	complete	complete	complete	complete	complete
Portugal	complete	complete	complete	complete	complete
Romania	complete	complete	complete	complete	complete
Slovakia	complete	complete	complete	complete	complete
Slovenia	partial	partial	partial	partial	partial
Spain	complete	complete	complete	complete	complete
Sweden	complete	complete	complete	complete	complete
United-Kingdom	complete	partial	complete	complete	complete
Norway	complete	complete	complete	complete	complete

 complete information  
 partial information





Information related to the competent authority (name and contacts)	All information collected	Partial information collected
Dental practitioners	81%	19%
Pharmacists	89%	11%
Physicians	78%	22%
Nurses	67%	33%
Midwives	70%	30%
<b>TOTAL</b>	<b>81%</b>	<b>19%</b>

### 3.3 Analysis of information

The two following tables summarize the information collected during the study HPRO Card on the competent authorities of the five healthcare professions.

The competent authorities listed and classified in the two tables are these in charge of giving the right to practice to the professionals and registering them.

- **The different nature of the competent authorities**





state \ profession	Midwives	Nurses	Physicians	Dental surgeons	Pharmacists
Austria	Chamber of Midwives	<i>no information</i>	Austrian Medical Chamber	Austrian Dental Chamber	Austrian Chamber of Pharmacist
Belgium	Spf Sécurité de la Chaîne Alimentaire et Environnement		Chamber of Physicians	Spf Sécurité de la Chaîne Alimentaire et Environnement	Chamber of Pharmacists
Bulgaria	Bulgarian Association of Health Professional in Nursing		Bulgarian Medical Association	Bulgarian Association of Dentist	Bulgarian Pharmaceutical Union
Cyprus	Cyprus Nursing and Midwifery Council of Health		Cyprus Medical Association	Registration Council	Registrar Pharmacy Board
Czech republik	Ministry of Health		Czech Physicians Chamber	Czech Dental Chamber	Czech Chamber of Pharmacists
Denmark	<i>No information</i>	<i>No information</i>	Danish Medical	<i>No information</i>	<i>No information</i>
Estonia	Healthcare Board				
Finland	National authority for Medicolegal Affairs	<i>No information</i>	Finish Medical Association	<i>No information</i>	National Supervisory Authority for Welfare and Health
France	French Chamber of Midwives	French Chamber of Nurses	French Chamber of Physicians	French Chamber of Dentists	French Chamber of Pharmacists
Germany	Chambers for Midwives	Chambers for Nurses	Chambers for Physicians	<i>No information</i>	Chambers for pharmacists
Greece	Regional Association of Midwives	Union of Nurses of Greece	Panhellenic Medical Association	Regional Dentist Association	Ministry & Pharmaceutical Society
Hungary	Ministry of Health				
Ireland	Board Altranais (Nursing & Midwifery Board)		Medical Council of Ireland	Dental Council	Pharmaceutical Society of Ireland
Italy	National Federation of Midwives Colleges	Federation of the Ispasvi Colleges	National Federation of Chambers of Doctors and Dental Surgeons: 105 Provincial Chambers		Federation of Pharmacist Chambers
Latvia	<i>No information</i>	<i>no information</i>	Medical Association	Dental Association	Pharmacists Society
Lituania	State Healthcare Accreditation Agency			Lithuanian Dental Chamber	Departement of Pharmacy (Ministry of health)
Luxemburg	Ministry of Health				
Malta	Council of Nurses and Midwives		Medical Council		Pharmacy Council
Norway	Norwegian Registration Authority for Health Personnel				
Netherlands	Registration and Information Health Care Professionals				
Poland	National Chamber of Midwives and Nurses		Chamber of Physicians and Dentists		National Pharmaceutical Chamber
Portugal	Chamber for Nurses		Chamber for Physicians	Chamber for Dentists	Chamber for Pharmacists
Romania	College of Nurses and Midwives		College of Physicians	College of Dentists	College of Pharmacists
Slovakia	Chamber of Midwives and Nurses		Chamber of Physicians	Chamber of Dentists	Chamber of Pharmacists
Slovenia	Chamber of Nursing and Midwifery		Medical Chamber	<i>No information</i>	Chamber of Pharmacists
Spain	National Chamber of Nursing		National Chamber of Physicians	National Chamber of Dentists	National Chamber of Pharmacists
Sweden	National Board of Health and Welfare				
United Kingdom	Nursing and Midwifery Council		General Medical Council	General Dental Council	Royal Pharmaceutical Society





<b>yellow category:</b> regulation by a State's organization (Ministry, Agency ...)
<b>Orange category:</b> information is missing
<b>Green category:</b> mixture of regulation by a professional body and a State's organization
<b>Blue category :</b> regulation by a professional body (regulation of the profession independent from the State)

In conclusion, this work allowed identifying two main categories of competent authorities:

- Professional organizations: Orders, Chambers, Associations ...
- State organizations: Ministry of Health, Agencies ...

▪ **The different organization of the competent authorities**

	dental surgeons	midwives	nurses	pharmacist	physicians
Austria	national	national		national	national
Belgium	national	national	national	national	national
Bulgaria	national	national	national	national	national
Cyprus	national	national	national	national	national
Czech Republic	national	national	national	national	national
Denmark					
Estonia	national	national	national	national	national
Finland	national	national	national	national	national
France	national	national	national	national	national
Germany*				decentralized	decentralized
Greece				national	
Hungary	national	national	national	national	national
Ireland	national	national	national	national	national
Italy	national	decentralized	decentralized	decentralized	decentralized
Latvia	national			national	national
Lituania	national	national	national	national	national
Luxemburg	national	national	national	national	national
Malta	national	national	national	national	national
Norway					
Netherlands	national	national	national	national	national
Poland	national	national	national	national	national
Portugal	national	national	national	national	national
Romania	national	national	national	national	national
Slovakia	national	national	national	national	national
Slovenia	national	national	national	national	national
Spain	decentralized			decentralized	decentralized
Sweden	national	national	national	national	national
United Kingdom	national	national	national	national	national

In conclusion, this work revealed the different territorial organisation of the competent authorities, depending on the administrative and political organization of each country mainly.

Competent authorities can be organized at the:

- National level (Sweden ...)
- Regional level (Germany ...)





- Local level (Italy ...)

### 3.4 Orientations and prospects

#### ▪ Nature of the database

The main objective of this document is to list all competent authorities for the 5 healthcare professions concerned in each European Member State in order to create a European database. This database will be the list of the official interlocutors for the host Member States. It also inventories all necessary details to contact Home Member State's competent authorities and to collect information in order to allow, or not allow, a healthcare professional to practise in the host country.

However the information delivered in this document is transient. This feature implies a regular monitoring and updating of data:

#### ○ Short-lived information

The information delivered in this deliverable contains some limits due to its character. The information may change for several reasons.

For instance:

#### - **Enlargement of the Directive 2005/36/EC to new health professions**

The database would then be completed

#### - **Creation of new organisations to register the healthcare professionals concerned**, because of an organisational change of the country or the profession

The database would then be updated and completed

#### - **Change of competent authority's details** because of the removal or the substitution of the person in charge of delivering the information

The database would need to be regularly updated

#### ○ **The information may need some complement for several reasons**

#### - **The list is not exhaustive**

Some information can still fail.

The database will need to be completed.

#### - **The list was made within an official framework**

It was validated by several persons concerned by the project but these persons were not always officially responsible for delivering such information.

The database will need to be validated officially so that it can be recognized at the European level as reliable.







▪ **Recommendations on the conditions for updating the database**

In order to establish a circle of trust among competent authorities, it is essential to have a database that is completely up-to-date. A simple solution would be the creation of a site, or even more simply the development of the current site ([www.hprocard.eu](http://www.hprocard.eu)) in which each competent authority would benefit from a secured access, allowing details to be modified if necessary.

It would also be fitting for this site to be enlarged on the occasion of the creation of a new competent authority or on the addition of a new member state.

For security purposes, the validity of information regarding each authority would be annualised. The date of the latest update would be specified.

The management of access rights and the harmonising of added data would require the appointment of a network administrator.

This basic formula – simple updating of files – would add a negligible cost, as it does not require a political project there should be no opposition. The choice of network administrator would be made without formality, on a voluntary basis.

If the members so wished, it would be possible to develop a more ambitious tool, in which the site would not only be a file, but would have other functions, for example:

- the distribution of messages concerning developments in regulation or about technical progress regarding identification and certification.
- information regarding the situation of certain professionals
- even the establishment of a file on cards or identification means which have been stolen or counterfeited

In this case the stakes are such that only a structure having a particular legitimacy could accomplish these tasks. Indeed, the extent of the information which could be communicated on the site, and thus consulted, could contravene national and European data-protection laws and consequently will require a consistent and proportionate approach.

The HPRO Card group working on this project should, therefore, evolve.

The building of this area of trust will progressively require a certain convergence in input procedures, the practicalities of how tables are maintained and even the guidelines concerning the sort of practise or the carrying out of certain acts. As this concerns a field of activity pertaining to subsidiarity, it is only the willingness of the member states and their competent authorities which will bring about the introduction of this convergence. And if this willingness takes form, the first step would seem to be that the competent authorities commit to a programme of both transparency and quality of database (regularly updating data, systematic links between the database and the sanction records, transparency throughout a defined set of data, etc.) Working groups would determine the subjects posing a problem. Each authority would communicate its working methods, would be free to develop its own rules. The final step would be the implementation of certification.





Working paper





## 4 IDENTIFICATION OF COMPETENT AUTHORITIES

---

### 4.1 Austria

#### 4.1.1 Data about healthcare professionals

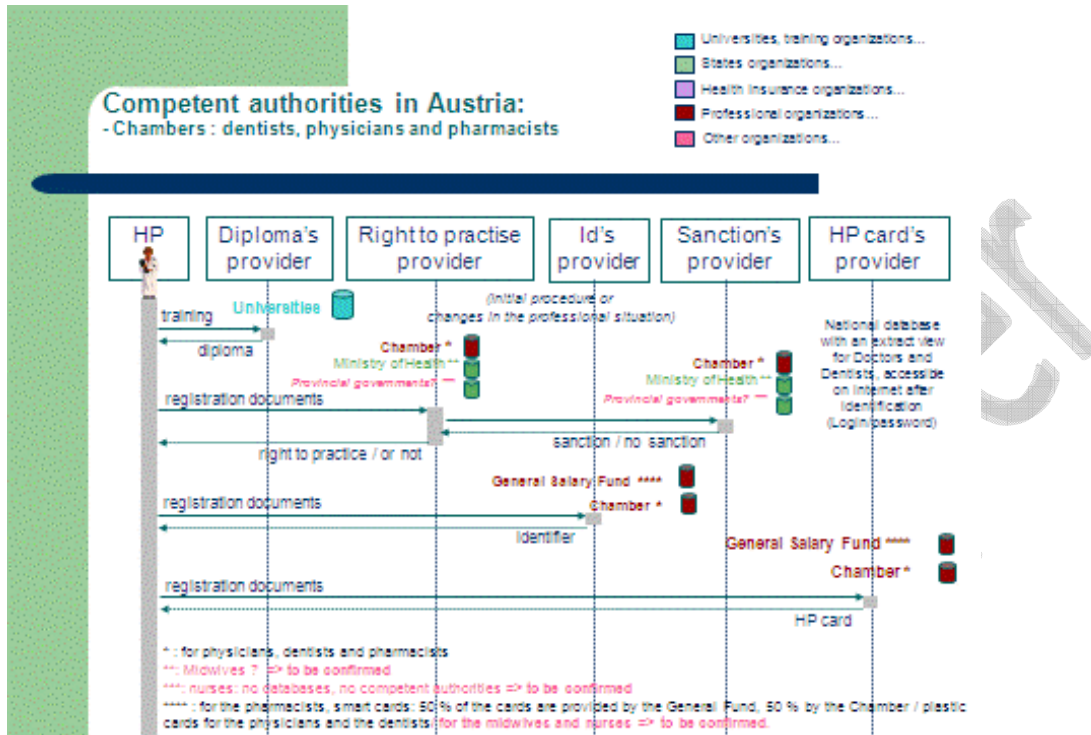
	Number of professionals	
	WHO	HPRO Card's contact
<b>Pharmacists</b>	5 106	
<b>Physicians</b>	30 068	+/- 37 000
<b>Dental practitioner</b>	4 467	4 500
<b>Nurses</b>	52 045	
<b>Midwives</b>	1 737	1 958 <sup>18</sup>

<sup>18</sup> Registered midwives (practicing : 1812)





### 4.1.2 General view on the process



### 4.1.3 Details on the process

#### Pharmacists

The Chamber of Pharmacists (*Österreichische Apothekerkammer*) is the legal representation authority for all the pharmacists (self-employed as well as salaried, those who work in community as well as in hospital pharmacies). This institution has competencies to recognize and register universities' diploma and to sanction the pharmacists. In order to practice, the pharmacist has to register with the Chamber. The Chamber has an obligation to carry on a register of pharmacists.

This Chamber of Pharmacists works in close collaboration with the General Salary Fund of Austrian Pharmacists (*Pharmazeutische Gehaltskasse für Österreich - PGO*). These two institutions form together a joint administrative entity (and they share the same offices). The main role of this General Salary Fund is to allocate and disburse salaries for all pharmacists. To avoid duplication of work, the General Salary Fund keeps the register of all members of the profession, which is used for handling salary payments to salaried pharmacists. This register represents the professional register of the Austrian Chamber of Pharmacists. So both institutions are legally involved in the process of delivering professionals' cards. This organization is the consequence of the joint administrative entity.

The producer of the cards is Austria Card, the electronic certificate comes from "A-trust" and the "*Pharmazeutische Gehaltskasse*" checks the data and transmits them electronically to A-trust.

The joint administrative entity is organized at the federal level. The Ministry of Health doesn't have





much responsibility in the process to give the right to practice neither in the allocation of an identifier. It uses to supervise the Chamber of Pharmacists.

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
	P Muñoz (PGEU) F Chevalier (KADRIS)	Wolfgang Nowatschek (PGO)		

### Physicians

The Austrian Medical Chamber (*Österreichische Ärztekammer*) is the competent authority for the physicians. It is responsible for the healthcare professional registration and for registration of sanctions. It is organized at the national level.

This chamber is also responsible for the national healthcare professional database. Some information of this database is public. Indeed the Official register of doctors is accessible to the citizens.

The Medical Chamber delivers a healthcare professional card to every professional practicing or training. It is called: *Ärzteausweis*. It is a plastic card without a chip.

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
Questionnaire	F Chevalier (KADRIS)			

### Dental practitioners

The Austrian Dental Chamber (*Österreichische Zahnärztekammer*) is the competent authority for the dental practitioner. It is responsible for the healthcare professional registration and for registration of sanctions. It is organized at the national level.

This chamber is also responsible for the national healthcare professional database.

The Dental Chamber delivers a healthcare professional card to every professional registered. It is a plastic card.

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
Questionnaire	F Chevalier (KADRIS)			

### Nurses





**Midwives**

**4.1.4 Details on the competent authorities**

When definitively confirmed, details are included in another deliverable focusing on the list of competent authorities.

**Pharmacists:** The Chamber of Pharmacists (*Österreichische Apothekerkammer*): details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

**Physicians:** The Austrian Medical Chamber (*Österreichische Ärztekammer*): details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

**Dental practitioners:** Austrian Dental Chamber (*Österreichische Zahnärztekammer*): details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

**Nurses**

**Midwives:** The chamber of midwives (*Österreichisches Hebammengremium*): details are included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
Julie-Jeanne Regnault (liste de l'autorité compétente + liste de l'UE)	F. Chevalier (KADRIS)			





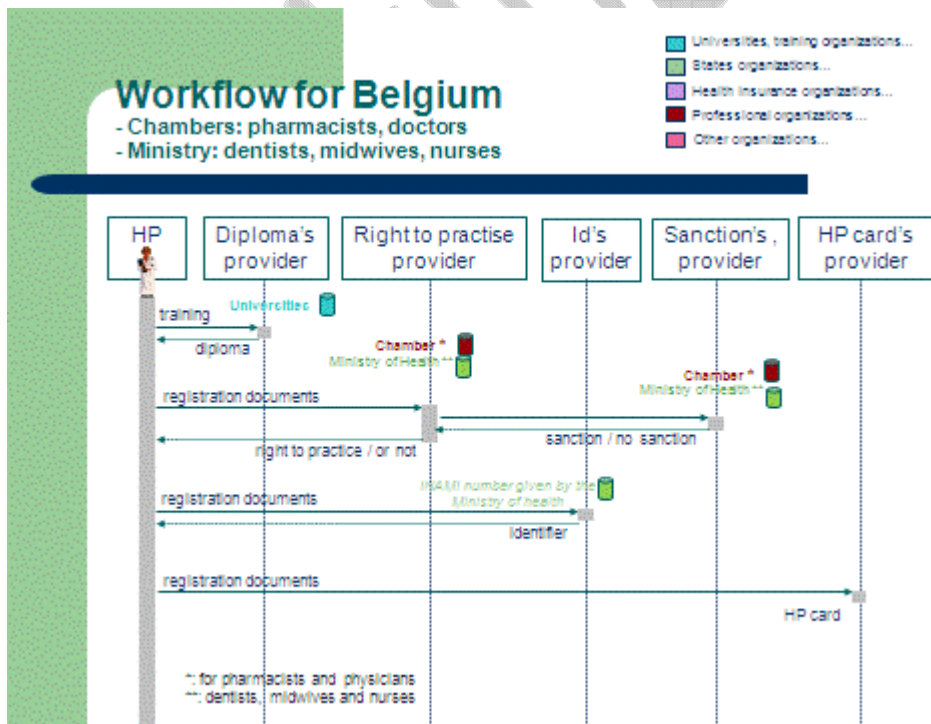


## 4.2 Belgium

### 4.2.1 Data about healthcare professionals

	Number of professionals	
	WHO	HPRO Card's contact
<b>Pharmacists</b>	15 126	12 305
<b>Physicians</b>	44 125	46 004
<b>Dental practitioner</b>	8 305	8 535
<b>Nurses</b>	139 993	162 807
<b>Midwives</b>	7 290	8 657

### 4.2.2 General view of the process





### 4.2.3 Details on the process

#### Pharmacists, physicians, dental practitioners, nurses, midwives

Universities are responsible for delivering diploma for physicians, dental practitioner and pharmacists. High schools are responsible for delivering diploma for nurses and midwives. Homologation of these diplomas is done by the Ministry of health, Food Chain Safety and Environment. Ministry of health is also responsible of the recognition of foreign diplomas in Belgium.

To practice all healthcare professions have to be registered by the Ministry of health who gives them a personal admission number.

**For the pharmacists and physicians**, registration with their Chamber is also mandatory. For his inclusion in the Chamber, the practitioner must submit all required documents: identity card, passport, criminal record certificate, diploma, and visa, personal admission number, registration with the Ministry of Health, and so on.

Chambers for physicians and pharmacists have an obligation to carry on a register of these professionals.

Chambers are organized at the national level. However 10 provincial councils have the competence for registering at the provincial level and updating the register. They also have competences for disciplinary jurisdiction of first instance

#### Sanctions

Various sanctions' levels exist: warning, censorship and reprimand, suspension, radiation. Main sanctions are taken at the national level.

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
IMI  F. Patout and P. van Maercke (Odre des pharmaciens belge)	1. P Muñoz (PGEU) 2. I. Baron 3. CODE (questionnaire)	F. Patout and P. van Maercke (Odre des pharmaciens belge)		

### 4.2.4 Details on the competent authorities

**Pharmacists:** Ordre des pharmaciens (*Orde der Apothekers*)

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

**Physicians:** Ordre des Médecins, Conseil National (*Orde van geneesheren, Nationale Raad*)

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB





**Dental practitioners:** SPF Service Public, Sécurité de la Chaîne alimentaire et Environnement, DG Soins de santé primaires et Gestion de crise (*FOD Volksgezondheid, Veiligheid van de Voedselketen en Leefmilieu, DG Basisgezondheidszorgen en Crisisbeheer*)

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

**Nurses:** SPF Service Public, Sécurité de la Chaîne alimentaire et Environnement, DG Soins de santé primaires et Gestion de crise (*FOD Volksgezondheid, Veiligheid van de Voedselketen en Leefmilieu, DG Basisgezondheidszorgen en Crisisbeheer*)

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

**Midwives:** SPF Service Public, Sécurité de la Chaîne alimentaire et Environnement, DG Soins de santé primaires et Gestion de crise (*FOD Volksgezondheid, Veiligheid van de Voedselketen en Leefmilieu, DG Basisgezondheidszorgen en Crisisbeheer*)

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

Working paper





## 4.3 Bulgaria

### 4.3.1 Data about healthcare professionals

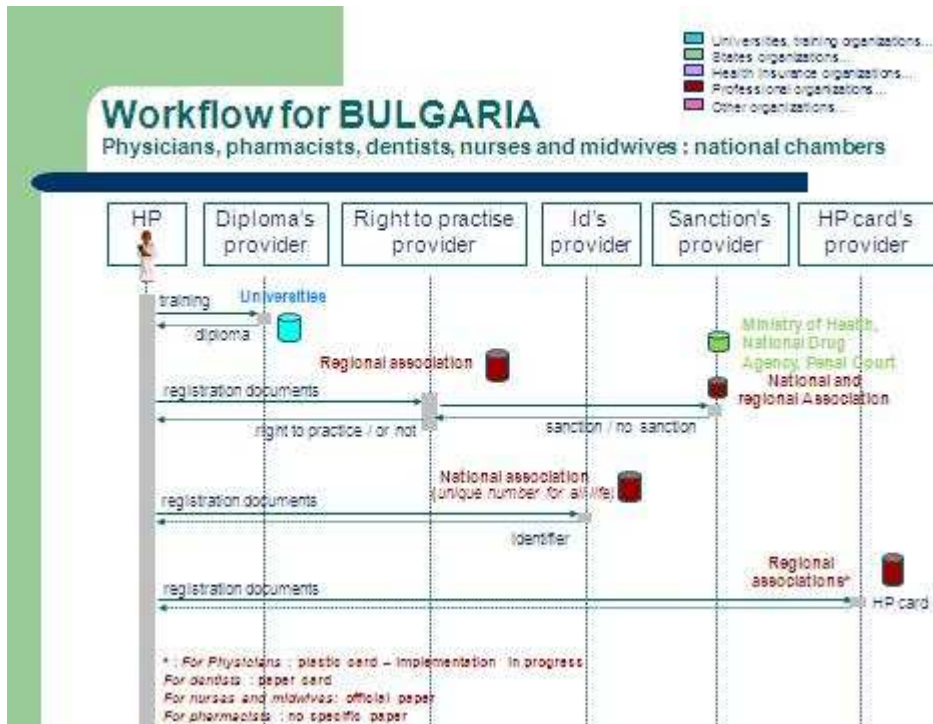
	Number of professionals	
	WHO	HPRO Card's contact
<b>Pharmacists</b>	957	5 400
<b>Physicians</b>	28 111	34 000
<b>Dental practitioner</b>	6 512	8 900
<b>Nurses</b>	31 499	4 800
<b>Midwives</b>	3 429	

Working paper





### 4.3.2 General view of the process



### 4.3.3 Details on the process

#### Pharmacists

Universities for pharmacists use to issue diplomas. There are 3 universities for pharmacists in Bulgaria. Studies are composed by 5 years to obtain a Master and 6 months of practice in a public pharmacy.

To practice a pharmacist has to register to the **Bulgarian Pharmaceutical Union**. The healthcare professional registers to his regional Union. Once a month, the information is sent to the national Union to update the national data base by email or by mail.

There are different levels for sanctions:

- At the regional and national level, the Bulgarian Pharmaceutical Union can sanction healthcare professionals

These sanctions are automatically registered in the Association data base.

- The Ministry of Health and the Bulgarian Drug Agency deliver administrative sanctions and penalties. They can withdraw the licence to practice
- The Penal Court is also able to forbid to practice.

National public institutions have no obligation to inform the national professionals' association about the sanctions they deliver.







There is a pharmacists' register at the national level. It is managed by the Bulgarian Pharmaceutical Union. This database is updated once a month. Recently, the Union began to give a unique identification number to each pharmacist. There is a work in progress to improve this database and its use.

There is no specific document to identify the healthcare professional. Currently, the diploma is the only document that proves the right to practice of the pharmacist.

## Physicians

There are 5 medical universities in Bulgaria responsible for the delivering of the Diploma.

To be entitled to practice, physicians have to be registered to the Bulgarian medical association which is organized in 28 regional councils. The information is then centralized at the national level. When registering, physicians receive a professional identification number which will stay the same for their all professional life.

Different authorities can take actions against physicians:

- at the regional and national level of the Bulgarian medical association, an Ethical and Quality Committee can impose a professional sanction in a physician and these sanctions are automatically registered in the Association data base;
- the Ministry of Health and the Bulgarian Drug Agency can deliver administrative sanctions and penalties.
- The civil and penal jurisdictions can also impose sanctions on physicians; in such a case, they have to inform the national professional's association.

Since 2000, the continuing medical education is mandatory but, at the moment, the medical association is not allowed to take any action against a physician who would not comply with this obligation.

The regional medical council of Sofia, representing 8000 physicians out of 34 000, has began to deliver a plastic professional identity card to its members.

When a physician wants to go and work in another European Member State, this is the Ministry of Health who, on the base of the information given by the medical association, delivers the certificate of good standing and the certificate of compliance with the Directive 2005/36.

## Dental practitioners

There are 3 Stomatology Universities in Bulgaria responsible for the delivering of the Diploma.

There 9 dental specialties.

To be entitled to practice, dental practitioner have to be registered to the Bulgarian association of Dental practitioner which is organized in 28 regional councils. The information is then centralised at the national level. When registering, dental practitioner receive a professional identification number which will stay the same for their all professional life.





Different authorities can take actions against physicians:

- at the regional and national level of the Bulgarian medical association, an Ethical and Quality Committee can impose a professional sanction in a physician and these sanctions are automatically registered in the Association data base;
- the Ministry of Health and the Bulgarian Drug Agency can deliver administrative sanctions and penalties.
- The civil and penal jurisdictions can also impose sanctions on physicians; in such a case, they have to inform the national professional's association.

When a dentist wants to go and work in another European Member State, this is the Ministry of Health who, on the base of the information given by the association of dental practitioner, delivers the certificate of good standing and the certificate of compliance with the Directive 2005/36.

### **Nurses & Midwives**

Diploma for nurses and midwives are delivered by Public Health Universities. These universities have several specialities among which are nursing and midwifery.

To practice nurses and midwives have to register to the **Bulgarian Association of Healthcare professionals in Nursing**. The healthcare professional registers to his regional association which is a branch office of the national one.

There are different levels for sanctions:

- At the regional and national level, an Ethical and Quality Committee in the Association can sanction healthcare professionals

These sanctions are automatically registered in the Association data base.

- The Ministry of Health and the Bulgarian Drug Agency deliver administrative sanctions and penalties. They can withdraw the licence to practice
- The Penal Court is also able to forbid to practice.

National public institutions have no obligation to inform the national professionals' association about the sanctions they deliver.

**A national data base about nurses and midwives is managed by the Bulgarian Association of Healthcare professionals in Nursing.** It gathers information related to diplomas, specialties, professional training, right to practice, sanctions, and so on.

Nurses and midwives haven't got a professional card but **an official identification paper** which gives few information (name, unique registration number, issuing right to practice date, signature, official stamp). The period of validity of this document is the whole life of the healthcare professional.

To practice abroad a nurse and a midwife have to ask the Minister for a specific certificate and the Association for a certificate about their qualification. The period of validity of this ultimate document is 5 years.





#### 4.3.4 Details on the competent authorities

When definitively confirmed, details are included in another deliverable focusing on the list of competent authorities: HPC-WP1-AUT-v01-1GB

##### **Pharmacists: български фармацевтичен съюз (Bulgarian Pharmaceutical Union)**

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
Working meeting in Sofia	F. Chevalier (KADRIС)			

##### **Physicians: Български Лекарски Съюз (Bulgarian Medical Association)**

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
Working meeting in Sofia	O.Uguen (CNOM)			

##### **Dental practitioners : Българския зъболекарски съюз (Bulgarian dental association)**

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
Working meeting in Sofia	O.Uguen (CNOM)			

##### **Nurses & Midwives : българска асоциация на професионалистите по здравни грижи (Bulgarian Association of Healthcare professionals in Nursing)**

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
Working meeting in Sofia	F. Chevalier (KADRIС)			



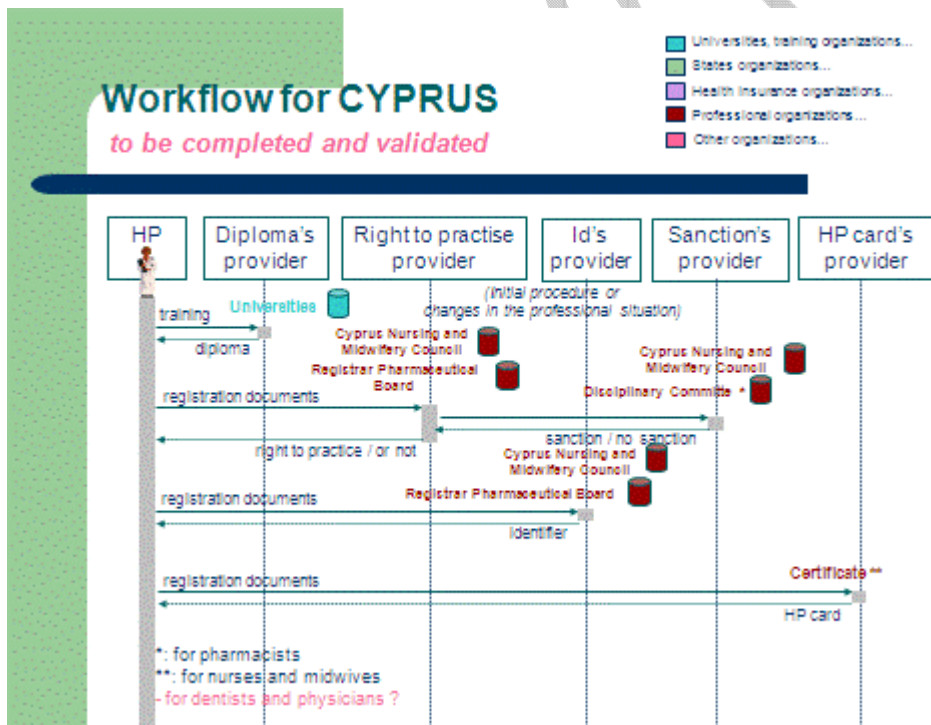


## 4.4 Cyprus

### 4.4.1 Data about healthcare professionals

	Number of professionals	
	WHO	HPRO Card's contact
<b>Pharmacists</b>	160	
<b>Physicians</b>	1 950	
<b>Dental practitioner</b>	715	740
<b>Nurses</b>	3361	
<b>Midwives</b>	NC	171 <sup>19</sup>

### 4.4.2 General view of the process



<sup>19</sup> Practicing





### 4.4.3 Details on the process

#### Pharmacists

The organism competent for recognition and registration is the **Registrar Pharmacy Board**. This Organism depends on the Ministry of Health. Sanctions are undertaken by the Disciplinary Committee organism which is related to the Registrar Pharmacy Board.

There is an obligation for pharmacist to register but there is not an electronic register data base.

No special identification for healthcare professionals.

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
IMI	P Muñoz (PGEU)			

#### Physicians

##### Dental practitioners

Registration Councils appointed by the Cyprus' Council of Ministers are responsible for healthcare professions diplomas. These registration Councils provide healthcare professionals' identifier. There is no specific professional document to identify practitioners.

Sanctions are delivered both by the registration councils and the professional association.

Databases are also managed both by the registration councils and the professional association.

#### Nurses and Midwives

The competent authority is the **Cyprus Nursing and Midwifery Council of health**, department of the Ministry of Health. It recognises diplomas, registers healthcare professionals and delivers sanctions. There is a national registrar of nurses and midwives managed by this Council. Each healthcare professional is issued a certificate when he registers to this Council. The registration is mandatory.

Source	Author of the contribution	Validation	2 <sup>nd</sup> round validation
questionnaire	F.chevalier	EVANGELOU María  Cyprus Nursing and Midwifery Council of health	





#### 4.4.4 Details on the competent authorities

When definitively confirmed, details are included in another deliverable focusing on the list of competent authorities: HPC-WP1-AUT-v01-1GB

**Pharmacists: Registrar Pharmacy Board**

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

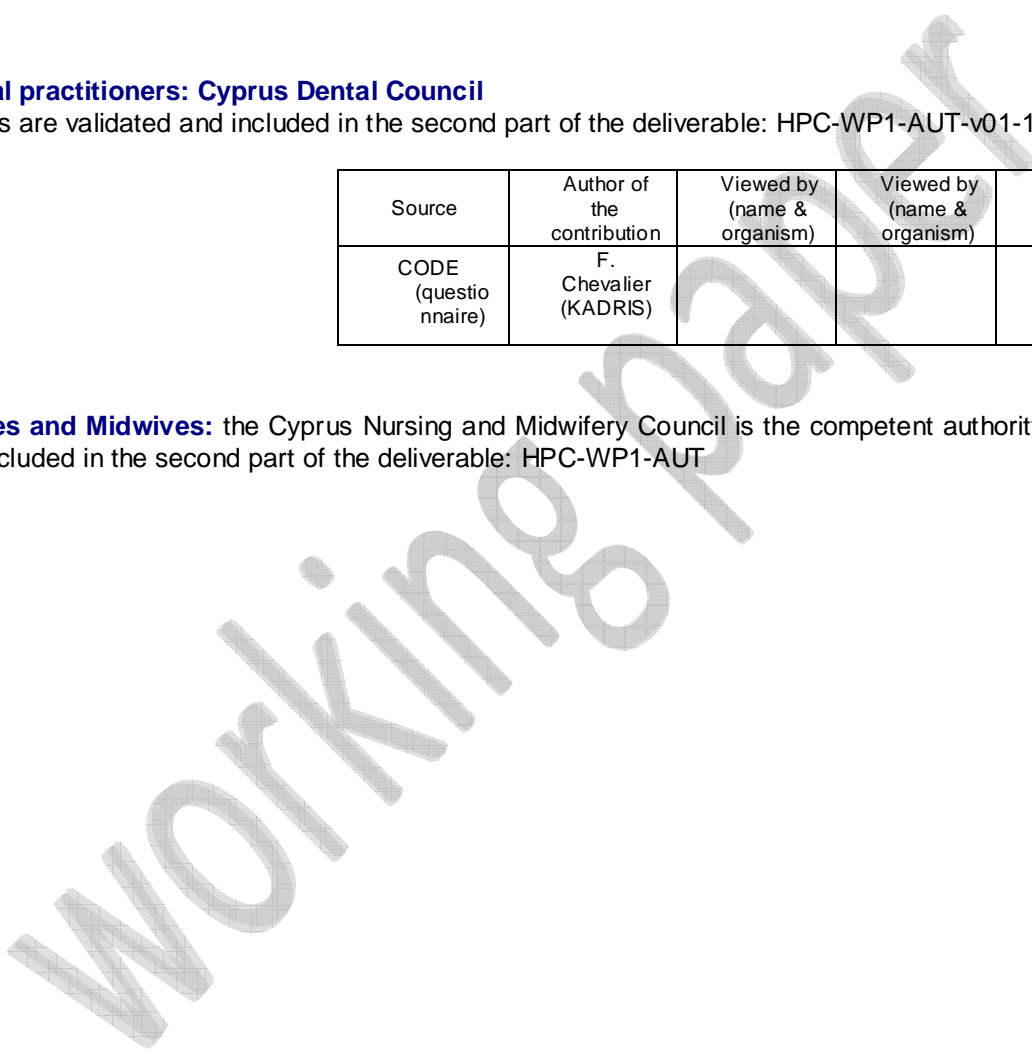
**Physicians**

**Dental practitioners: Cyprus Dental Council**

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
CODE (questionnaire)	F. Chevalier (KADRIS)			

**Nurses and Midwives:** the Cyprus Nursing and Midwifery Council is the competent authority: details are included in the second part of the deliverable: HPC-WP1-AUT



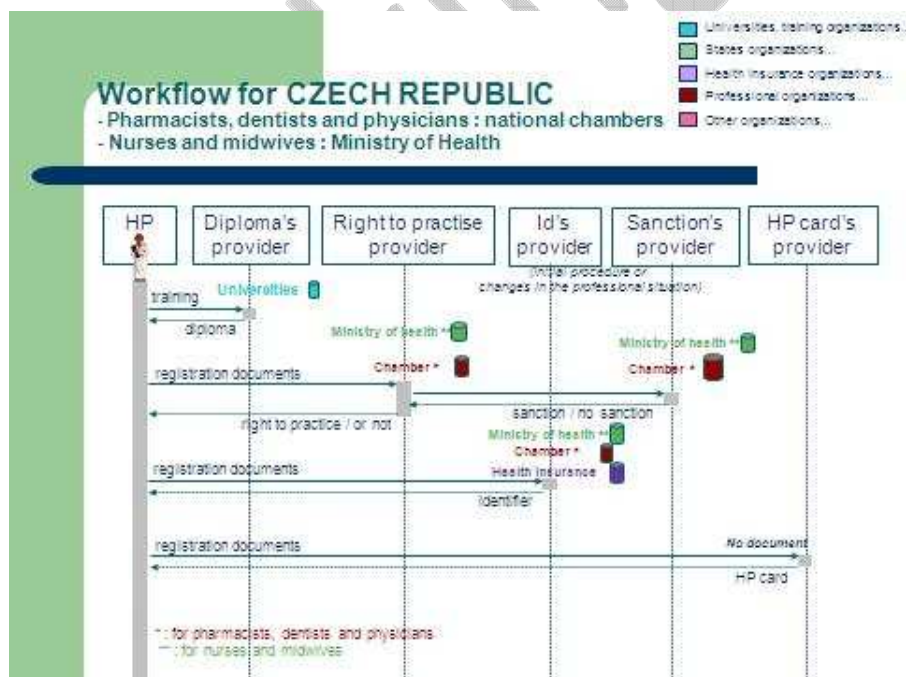


## 4.5 Czech Republic

### 4.5.1 Data about healthcare professionals

	Number of professionals	
	WHO	HPRO Card's contact
<b>Pharmacists</b>	5 842	8 000
<b>Physicians</b>	36 595	40 000
<b>Dental practitioner</b>	6 933	6 000
<b>Nurses</b>	86 894	100 000
<b>Midwives</b>	4 226	

### 4.5.2 General view of the process







### 4.5.3 Details on the process

#### Physicians, dental practitioner, pharmacists, midwives and nurses

The registration to the **Chamber** is obligatory for Doctors, Dental practitioner and Pharmacists. The registration to the **Ministry of Health** is obligatory for Nurses and Midwives

#### *Illustration for the pharmacists*

The Ministry of Health examines dossiers regarding the recognition of diplomas. To have the right to practice a professional should register with the Chamber of pharmacist. The law establishes compulsory membership in the chamber for all pharmacists practicing in pharmacies in Czech Republic. The Chamber is obliged to carry on a register of pharmacists. It has also disciplinary competences.

#### Access to the register

Universities have database with the graduated healthcare professionals but these registers don't communicate with each other's and with the other institutions.

The Ministry of health holds databases. A law is in preparation to authorize the Ministry to build a unique database for all the healthcare professionals.

The 3 Chambers have their own databases.

The Health Insurance maintains a database (in fact 9 different systems) for contractor partners. It is classified by facilities and not by individuals.

These databases contain different type of information.

#### Control of the qualification, sanction management

**The registration authorities are the regions (14 different regions).** But they are controlling only the ownership and not the professionals themselves. Everybody can own a pharmacy or a medical office but there should employ someone responsible, e.g. a pharmacist or a doctor.

Nurses and midwives are working in hospitals or in medical offices. Their diplomas and competencies are verified by the mean of their employer (there is no competent authority to do that).

#### Professional Card

There is no professional card (neither paper nor plastic nor chip cards). The patients rely on their professionals. They don't ask to a doctor if he is really a doctor. The system is based on trust.

The continuing education is registered by the Ministry of Health.

Source	Author of the contribution	Validation	2 <sup>nd</sup> round validation
IMI	P Muñoz (PGEU)	E. Moravco	
Meeting on February 2009	M. Cimino (GIP-CPS)	va (ČNFeH)	





#### 4.5.4 Details on the competent authorities

When definitively confirmed, details are included in another deliverable focusing on the list of competent authorities: HPC-WP1-AUT-v01-1GB

**Pharmacists :** The Czech Chamber of Pharmacists (*Česká lékárnická komora*) is the competent authority: details are included in the second part of the deliverable: HPC-WP1-AUT

**Physicians:** The Czech physicians Chamber (*Česká lékařská komora*) is the competent authority: details are included in the second part of the deliverable: HPC-WP1-AUT

**Dental practitioners:** The Czech dental Chamber (*České stomatologické komory*) is the competent authority: details are included in the second part of the deliverable: HPC-WP1-AUT

**Nurses and Midwives:** the Ministry of health (*Ministerstvo zdravotnictví*) is the competent authority: details are included in the second part of the deliverable: HPC-WP1-AUT

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
Julie-Jeanne Regnault (liste de l'autorité compétente + liste de l'UE)	F. Chevalier (KADRIS)	E. Moravcova (ČNFeH)		
Working meeting	M. Cimino (GIP CPS)			





## 4.6 Denmark

### 4.6.1 Data about healthcare professionals

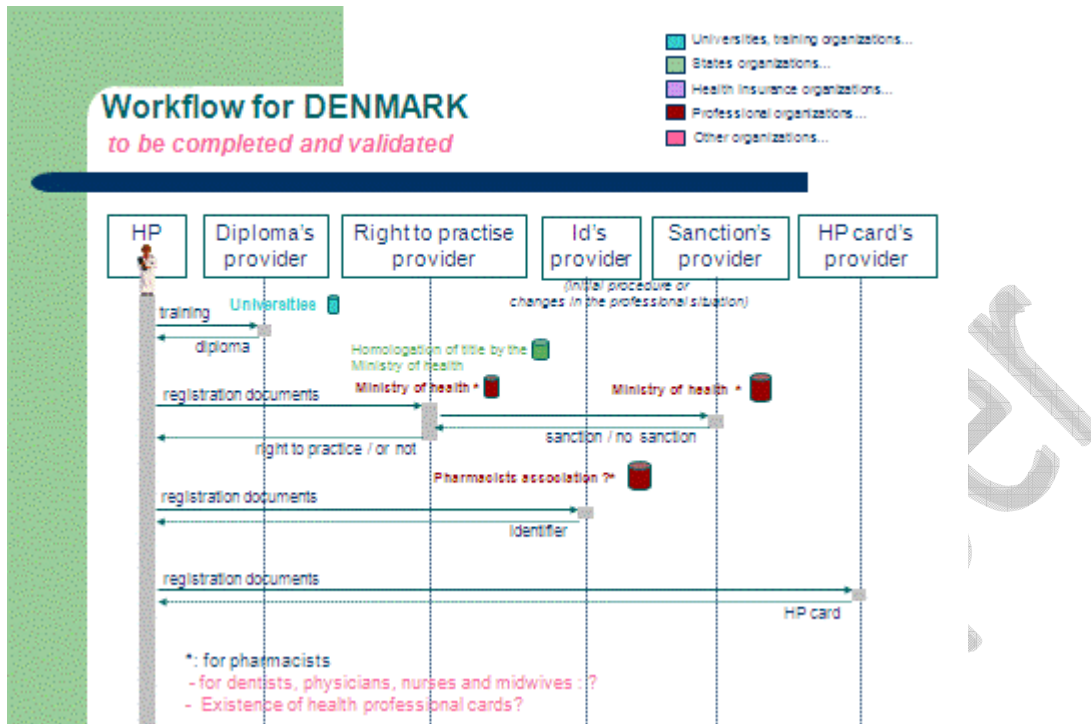
	Number of professionals	
	WHO	HPRO Card's contact
<b>Pharmacists</b>	3 594	
<b>Physicians</b>	19 447	
<b>Dental practitioner</b>	4 568	
<b>Nurses</b>	53 237	
<b>Midwives</b>	1 285	

Working Paper





### 4.6.2 General view of the process



### 4.6.3 Details on the process

#### Pharmacists

The Ministry of Health is the competent authority for the pharmacist profession.

The register with the organisation representing pharmacist is voluntary. The pharmacist association does not have disciplinary competences. However a code of ethics has being implemented.

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
IMI	P Muñoz (PGEU)			

#### Physicians

#### Dental practitioners

#### Nurses

#### Midwives





#### 4.6.4 Details on the competent authorities

When definitively confirmed, details are included in another deliverable focusing on the list of competent authorities: HPC-WP1-AUT-v01-1GB

##### Pharmacists

###### **Laegemiddelstyrelsen Axel Heides Gade 1**

2300 København S  
Phone : +45 44 88 95 95  
Fax : +45 44 88 91 99  
Email : dkma@dkma.dk  
URL : www.laegemiddelstyrelsen.dk

or

###### **Københavns Universitet - Det Farmaceutiske Fakultet Universitetsparken 2**

2100 København Ø  
Phone : +45 35 30 60 00  
Fax : +45 35 30 60 01  
Email : farma@farma.ku.dk  
URL : www.farma.ku.dk20

##### Physicians

##### Dental practitioners

##### Nurses

##### **Midwives: the National Board of Health is the competent authority.**

details are included in the second part of the deliverable: HPC-WP1-AUT

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
Julie-Jeanne Regnault (liste de l'autorité compétente + liste de l'UE)	F. Chevalier (KADRIS)			

<sup>20</sup> [http://ec.europa.eu/internal\\_market/qualifications/regprof/index.cfm?fuseaction=regProf.show&RPId=8053](http://ec.europa.eu/internal_market/qualifications/regprof/index.cfm?fuseaction=regProf.show&RPId=8053)





## 4.7 Estonia

### 4.7.1 Data about healthcare professionals

	Number of professionals	
	WHO	HPRO Card's contact
<b>Pharmacists</b>	869	1 814 (1 108 pharmacists and 705 assistants)
<b>Physicians</b>	4 414	5 522
<b>Dental practitioner</b>	1 175	1 465
<b>Nurses</b>	8 803	10 749
<b>Midwives</b>	444	581 <sup>21</sup>

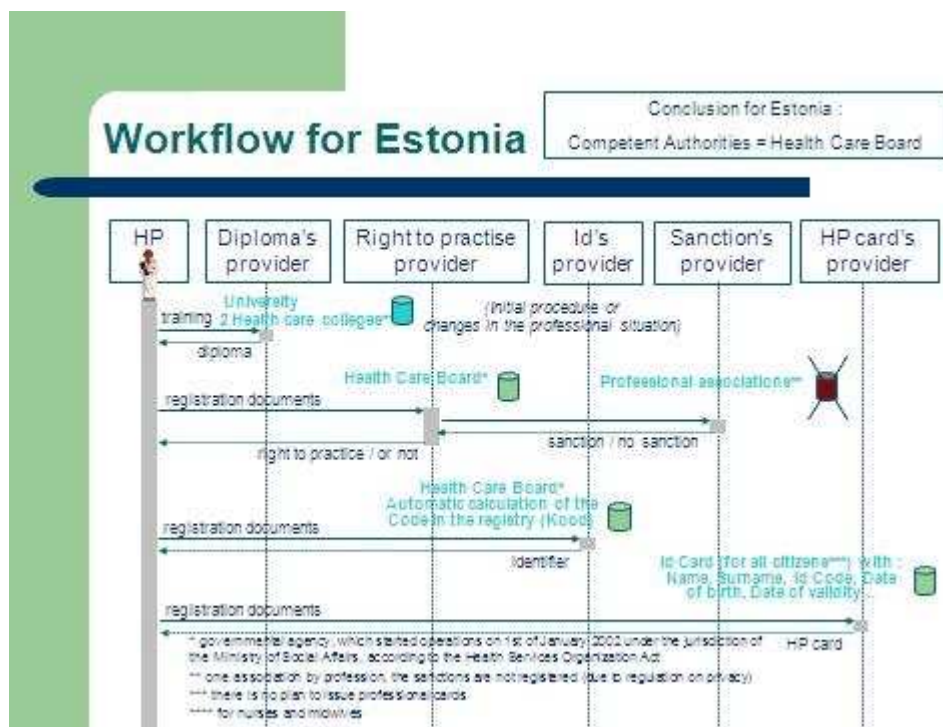
<sup>21</sup> Other figures given by NMC's report : 606 registered / 404 practicing







#### 4.7.2 General view of the process



#### 4.7.3 Details on the process

##### Pharmacists, physicians, dental practitioners, nurses, midwives

In Estonia the Health Care Board (*Tervishoiuamet*) is the legal representative for the healthcare professionals, i.e. for physicians, nurses, dental practitioner and midwives, and for the pharmacists<sup>22</sup>. This Health Care Board is a governmental agency, which started operations on 1st of January 2002 under the jurisdiction of the Ministry of Social Affairs, according to the Health Services Organisation Act.

The right to practice is delivered by the Health Care Board. Healthcare professionals and pharmacists register themselves with the Health Care Board in order to be able to provide health care services. This registration is compulsory. To register, healthcare professionals and pharmacists must download a register form from the Internet Home Page of Health Care Board's web site, then fill in it and send it to the Health Care Board with their diplomas. The Health Care Board decides and approves the right to practice.

The Health Care Board establishes the **Estonian Health Care Professional Registry**. It gives to the registered professionals a unique ID Code (KOOD). It is responsible for the maintenance and analysis of three registers: healthcare professionals (physicians, nurses, dental practitioner and midwives), pharmacists and assistant pharmacists; and the register of activity licenses.

Sanctions are given by the disciplinary commission of each professional association. Due to regulation on privacy, the sanction does not appear in the registry even if the Health Care Board knows about it.

The Health Care Board shall revoke a registration certificate if a conviction by a court which deprives the person of the right to engage in the speciality set out in the document certifying his or her

<sup>22</sup> Indeed, pharmacists and assistant pharmacists are not considered as healthcare professionals.





qualifications and the registration certificate has entered into force in respect of the health care professional.

**Access to the registry:** The Estonian Health Care Professional Registry, made by the Health Care Board, can be consulted online in its web site: <http://www.tervishoiuamet.ee>.

A public database online allows to consult some data about healthcare professionals and pharmacists: surname; former given name(s) and surname(s); personal identification code or, in the absence thereof, the year, month and date of birth; sex; profession (doctor, dentist, nurse, midwife, pharmacists); and specialty.

**Existence of a professional card:** There is no professional card for the healthcare professionals and pharmacists.

From an IT perspective, Estonia has developed several experiences both in cards and health care sector. For instance, nowadays, approximately 80 % of the population holds an ID card that enables their authentication in the country's electronic environment and a digital signature. In the health care sector, the Ministry of Social Affairs received funding from EU structural funds in 2005 to develop 4 e-health projects:

- Electronic health records
- Digital images
- Digital registration (patients). Patients can access their health data with their ID card.
- Digital prescription

However the set up of a healthcare professional card is not planned.

#### 4.7.4 Details on the competent authorities

When definitively confirmed, details are included in another deliverable focusing on the list of competent authorities: HPC-WP1-AUT-v01-1GB

**Pharmacists, physicians, dental practitioners, nurses, midwives:** the Health Care Board (*Tervishoiuamet*)

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
Informative meeting (26.10.08)	F.CHEVALIER (Kadris)			





## 4.8 Finland

### 4.8.1 Data about healthcare professionals

	Number of professionals	
	WHO	HPRO Card's contact
<b>Pharmacists</b>	8 162	335 000
<b>Physicians</b>	17 357	
<b>Dental practitioner</b>	4 490	
<b>Nurses</b>	45 040	
<b>Midwives</b>	1 890	

### 4.8.2 General view of the process







l'UE)				
-------	--	--	--	--

Working paper





## 4.9 France

### 4.9.1 Data about healthcare professionals

	Number of professionals	
	WHO	HPRO Card's contact
<b>Pharmacists</b>	69 431	
<b>Physicians</b>	207 278	
<b>Dental practitioner</b>	41 377	
<b>Nurses</b>	469 012	
<b>Midwives</b>	16 996	20 000

### 4.9.2 General view of the process

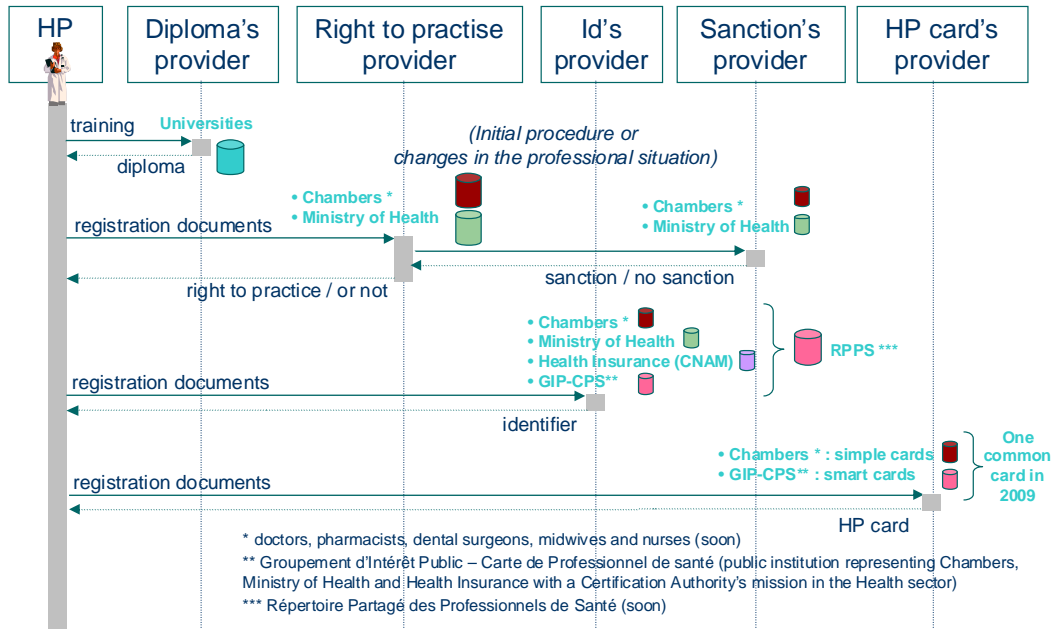






## Workflow for France

Conclusion for France :  
Competent Authorities = Chambers



### 4.9.3 Details on the process

#### Pharmacists, physicians, dental practitioners, nurses, midwives

The process is the same for all healthcare professions concerned.

In France there is no geographic subdivision. National chambers are competent authorities for each profession.

The process will change during those next years.

To have the right to practise (with the right diploma delivered by a French university) a professional will must registered himself in is local chambers. Local state services are informed on this registration. Health insurance is also informed.

The diploma is registered by orders.

Different sanctions can be given: interdiction to practise, give by chambers; disagreement, give by health insurance.

The registration at the chamber will be the only step to do, to have the right to practise.





Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
	E de Beauchesne (KADRIS)			

#### 4.9.4 Details on the competent authorities

When definitively confirmed, details are included in another deliverable focusing on the list of competent authorities: HPC-WP1-AUT-v01-1GB

**Pharmacists** : Conseil National de l'Ordre des Pharmaciens

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

**Physicians** : Ordre National des Médecins

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

**Dental practitioners** : Ordre National des Chirurgiens Dentiste

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

**Nurses** : Ordre des Sages Femmes

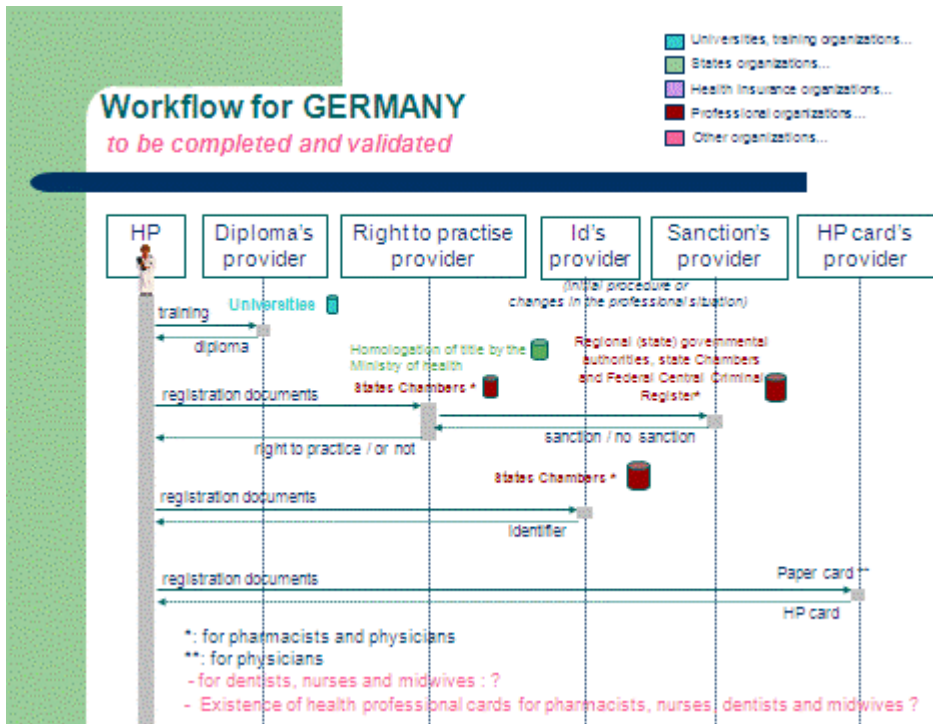
Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

**Midwives** : ordre des infirmières (création récente)

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB







### 4.10.3 Details on the process

#### Pharmacists

The recognition of titles is organised at federal states level. There is a public authority in every federal estate to assess pharmacist titles.

On the federal state level the 17 “Landesapothekerkammern” are the responsible authorities for the registration of pharmacists (except for “Nordrhein-Westfalen” where there are two Chambers). The registration is compulsory for all active pharmacists. The States Pharmacy Chambers have an obligation to carry on a register of pharmacists. The chambers have disciplinary competences. They are responsible to set up codes of conduct and supervise the proper practice of their member pharmacists. Each Chamber delivers a paper card to identify the healthcare professional.

The 17 Chambers administrate their own respective databases but the data, its extent and wideness varies between these 17 authorities.

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
IMI	P Muñoz (PGEU)			
questionnaire	Markus Ehrlich (abda)			





**Physicians**

**The competent authorities for the physicians are the 17 States Chambers.** The registration of the professional is done at the state level by these chambers. The responsibility for sanctions' registration is divided by the Regional (state) governmental authorities, the state Chambers of Physicians and the Federal Central Criminal Register.

The Competent Authorities **for issuing diplomas and licenses** to physicians in Germany are the public health authorities of the individual federal states. They are same as for the pharmacists.

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
questionnaire	Georgios Raptis (German Medical Association)			

**Dental practitioners**

**Nurses / Midwives**

**4.10.4 Details on the competent authorities**

When definitively confirmed, details are included in another deliverable focusing on the list of competent authorities: HPC-WP1-AUT-v01-1GB

**Pharmacists** : the 17 States Chambers for pharmacists are the competent authorities  
Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

**Physicians**: the 17 States Chambers for physicians are the competent authorities  
Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

**Dental practitioners**

**Nurses** : the Chambers for nurses are the competent authorities  
Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

**Midwives**: the Chambers for midwives are the competent authorities  
Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)





		organism)	organism)	organism)
Julie-Jeanne Regnault (liste de l'autorité compétente + liste de l'UE)	F. Chevalier (KADRIS)			

Working paper







## 4.11 Greece

### 4.11.1 Data about healthcare professionals

	Number of professionals	
	WHO	HPRO Card's contact
<b>Pharmacists</b>	7 709	
<b>Physicians</b>	55 779	
<b>Dental practitioner</b>	13 492	
<b>Nurses</b>	37 644	
<b>Midwives</b>	2 517	

### 4.11.2 General view of the process

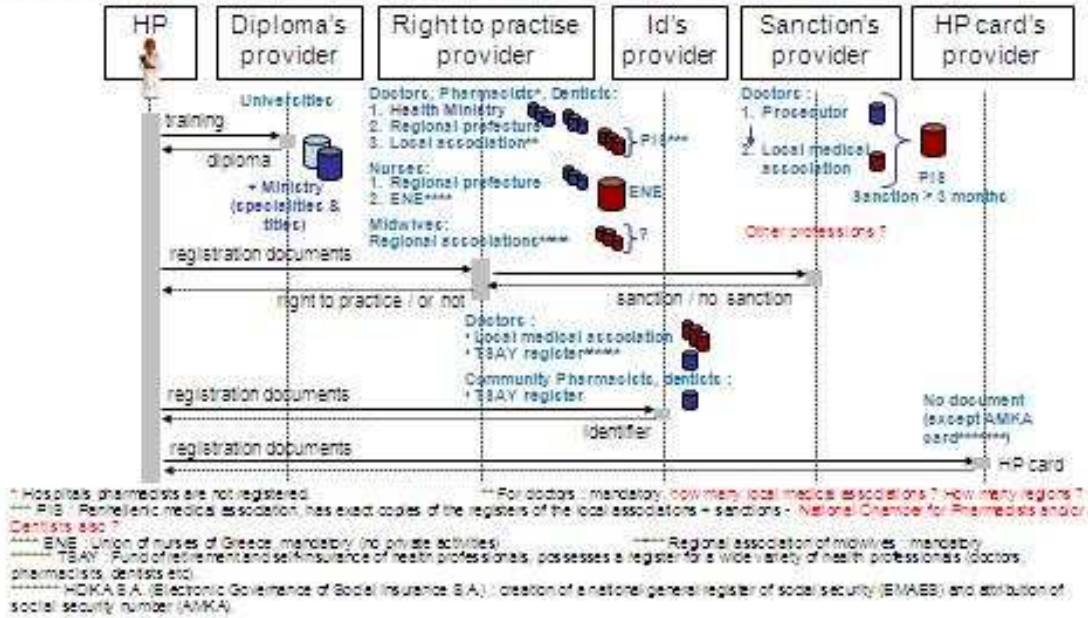
Working paper





Conclusion for Greece :  
Competent Authorities : -  
• PIS (doctors)  
• ENE (nurses)  
• Regional associations (pharmacists 7, dentists 7, midwives)

**Workflow for Greece**



**4.11.3 Details on the process**

**Pharmacists**

The Ministry of Health and the pharmaceutical society are the competent authorities for the registration of pharmacists.

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
IMI	P Muñoz (PGEU)			

**Physicians**

The **PIS (Panhellenic medical association) is the competent authority**. Greek doctors do not register directly with the PIS, but with the **local medical associations**. Registration is mandatory and a precondition so that doctors can apply to the regional prefectures for a work permit. In case of penal sanctions, the prosecutor informs instantly the local medical associations. As a result, the local Greek





medical associations possess registers of all doctors, including up to date information about their status (active, retired etc).

The PIS has exact copies of the registers of the local associations and is informed immediately about changes in them. As a result, the PIS administers an up to date electronic database, which is already online.

PIS can resume the legal responsibility of the accuracy of its database.

### Dental practitioners

**Regional dental practitioner associations:** The registration is mandatory. The members have to submit a statement of professional activity every year (according to information available on their website).

### Nurses

The ENE (Union of nurses of Greece) is the competent authority from the point of view of the HPRO Card project. ENE is the official professional association of nurses. Registration with ENE is mandatory for nurses who have the necessary diploma. Also, it is a precondition so that they can apply to the regional prefectures for a work permit. ENE exerts disciplinary control and it can determine the renewal of the work permit.

As a result, ENE possesses a reliable electronic database of Greek nurses. It is up to date as regards the activity status of registered members. However, for the moment there isn't a procedure of updating the register in case of penal sanctions.

### Midwives

**Regional associations of midwives:** The registration is mandatory. The creation of electronic registers of all the regional associations has been decided (according to information available on their website)

### Healthcare professionals' cards and identifier

#### HDIKA S.A.

HDIKA S.A. (Electronic Governance of Social Insurance S.A.) has undertaken the creation of a national general register of social security (EMAES) and the attribution of a number that corresponds to a register of social security (AMKA).

According to the current procedure, AMKA will have been attributed to all insured individuals (working or not) until the 1<sup>st</sup> of October 2009.

The AMKA card is a simple card (not a smart card) which records the personal details of its owner. It is not a social security/health card, but aims to facilitate the transactions of the owners with the social security institutions.

#### TSAY (Fund of retirement and self-insurance of healthcare professionals).

TSAY is the insurance fund of all healthcare professionals. As a result, it possesses a register for a wide variety of healthcare professionals (doctors, pharmacists, dental practitioner etc). However, the registration of some medical categories (military doctors, doctors of the National Health System-ESY) is not mandatory. The registration also isn't mandatory for the pharmacists of national hospitals.

Greek doctors are currently identified with two numbers: the number of the local medical association register and the number of the TSAY register.





Community Pharmacists are identified by this number in all their professional and administrative transactions.

Registration of public hospital doctors, dental practitioner and pharmacists with this registry is not compulsory.

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
Working meeting	M.Cimino (GIP CPS)			

#### 4.11.4 Details on the competent authorities

When definitively confirmed, details are included in another deliverable focusing on the list of competent authorities: HPC-WP1-AUT-v01-1GB

##### Pharmacists

###### "Hellenic Ministry of Health and Social Solidarity

General Directorate of Health Services  
Directorate for the professions related to health  
Address: 17 Aristotelous str., Athens  
p.c. : 10187  
Contact person : Ms. Artemis Loudarou  
Tel/fax: 210-5232275

Or :

###### Hellenic Pharmaceutic Society

Adress: 134 Pireos str.  
pc: 11854, Athens  
Contact Person: Mr. Dimitris Karageorgiou  
Tel.: 210-3410372  
email : pfs@hellasnet.gr<sup>23</sup>

**Physicians:** The PIS (Panhellenic medical association) is the competent authority.  
Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

##### Dental practitioners

**Nurses:** ΕΛΛΗΝΙΚΗ ΝΕΦΡΟΛΟΓΙΚΗ ΕΤΑΙΡΕΙΑ is the competent authority  
Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

**Midwives:** the Ministry of Health and Welfare is the competent authority  
Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

<sup>23</sup> IMI project





Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
Julie-Jeanne Regnault (liste de l'autorité compétente)	F. Chevalier (KADRIS)			

Working paper



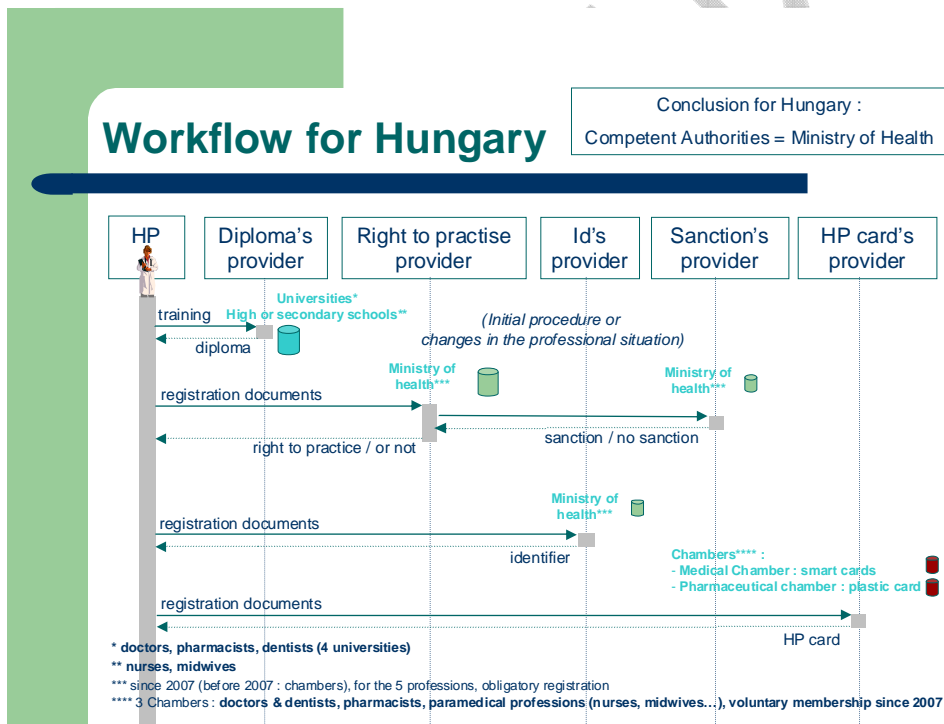


## 4.12 Hungary

### 4.12.1 Data about healthcare professionals

	Number of professionals	
	WHO	HPRO Card's contact
<b>Pharmacists</b>	5 364	
<b>Physicians</b>	30 575	
<b>Dental practitioner</b>	4 997	
<b>Nurses</b>	90 222	
<b>Midwives</b>	1 949	4 519 <sup>24</sup>

### 4.12.2 General view of the process



<sup>24</sup> Registered midwives (practicing : 3 412)







### 4.12.3 Details on the process

#### Pharmacists

Competent authority is the Ministry of Health.

Registering with the professional Order is not compulsory. Sanctions are administered through two different routes: the members of the Chamber and the Nation Public Health Service

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
IMI	P Muñoz (PGEU)			

#### Physicians and dental practitioners

The representative of the chamber of doctors and dental practitioner indicated that the year 2007 was a big change for the repartition of competences between the Ministry of health and chambers in the regulation of healthcare professionals. In fact until 2007, chambers were in charge of registering healthcare professionals, updating the register, and of disciplinary matters ...

Since 2007, it is not mandatory to register to the chamber in order to practice anymore. The competences of the chambers have been transferred to the Ministry of health, which is the competent authority for registration, practice and discipline matters.

Consequence of that change registering to the chamber has become voluntary.

No certificate (plastic or smart card) is given by the Ministry of health in order to prove their identity to healthcare professionals. However the Ministry is in charge of issuing certificates of professional standing on request of healthcare professionals.

The chamber of doctors and dental practitioner has been continuing to give the card free of charge to their members.

Today around 80% of doctors and dental practitioner continue to be registered at the chamber in a voluntary manner and continue to receive their smart card. Healthcare professionals that would like to have a smart card and that are not registered could have one, but the card will not be free.

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
Working meeting	M Cimino (GIP-CPS)			

#### Nurses and Midwives

The ministry of health is the competent authority for nurses and midwives. These practitioners don't use any type of professional cards.

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)





workflow	F. Chevalier (Kadris)			
----------	--------------------------	--	--	--

#### 4.12.4 Details on the competent authorities

When definitively confirmed, details are included in another deliverable focusing on the list of competent authorities: HPC-WP1-AUT-v01-1GB

**Pharmacists, physicians, dental practitioners, nurses, midwives:** *Egészségügyi, Szociális és Családügyi Minisztérium, Engedélyezési és*

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

Working paper





## 4.13 Ireland

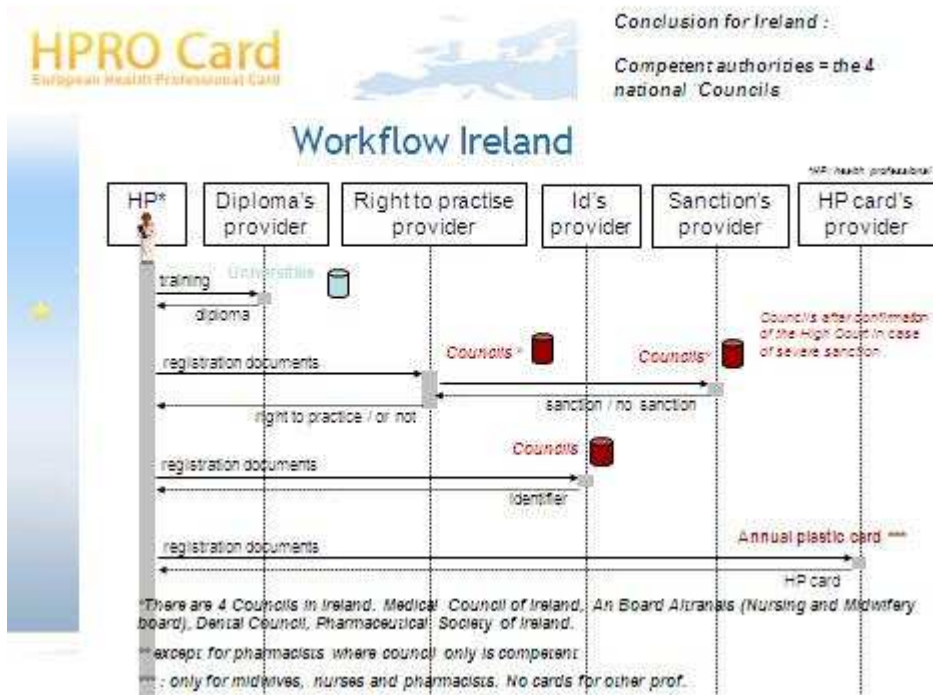
### 4.13.1 Data about healthcare professionals

	Number of professionals	
	WHO	HPRO Card's contact
<b>Pharmacists</b>	3 738	4 400
<b>Physicians</b>	12 394	19 075
<b>Dental practitioner</b>	2 414	
<b>Nurses</b>	65 415	50 530
<b>Midwives</b>	NC	17 762 <sup>25</sup>

### 4.13.2 General view of the process

<sup>25</sup> Registered midwives (practicing : 2 500)





### 4.13.3 Details on the process

#### Pharmacists, Physicians, Dental practitioners, Nurses and Midwives

There are 4 Councils in Ireland for the 5 professions studied:

- Medical Council of Ireland,
- An Board Altranais (Nursing and Midwifery board),
- Dental Council,
- Pharmaceutical Society of Ireland.

They are considered as competent authorities as they are in charge of registering the healthcare professionals wanting to practice in Ireland and give the right to practice. It is mandatory to be registered with them to practice. They all have a database of practicing professionals and are in charge of maintaining the data base.

Nowadays they are some changes in the databases in Ireland and they are often two parts in registers:

- active part
- Inactive part (for the ones that have stopped to practice). The inactive part of registers is about to be suppressed of the databases.

The register is also available on the internet.

**They are also in charge of disciplinary matters.** However in case of severe sanction –suspension, condition to practice or to erase from the register- the **high court** has to validate the sanction. The information will be automatically in the data base of the councils. With the new legislation for





pharmacists there is no need for the high court to confirm the decision taken. Only for appeal the case is brought to the High court.

**Every healthcare professional registered in Ireland receives a yearly paper certificate** proving that he/she is registered and paid his/her fee to the council.

Source	Author of the contribution	Validation	2 <sup>nd</sup> round validation
IMI  Meeting (February 2009)	P Muñoz (PGEU)  I Baron (CNOP)	Attendees to the meeting in February	

#### 4.13.4 Details on the competent authorities

When definitively confirmed, details are included in another deliverable focusing on the list of competent authorities: HPC-WP1-AUT-v01-1GB

**Pharmacists:** the Pharmaceutical Society of Ireland is the competent authority.  
Details are validated and included in the second part of the deliverable: HPC-WP1-AUT

**Physicians:** the Medical Council of Ireland is the competent authority.  
Details are validated and included in the second part of the deliverable: HPC-WP1-AUT

**Dental practitioners:** the Dental Council of Ireland is the competent authority  
Details are validated and included in the second part of the deliverable: HPC-WP1-AUT

**Nurses and Midwives:** An Board Altranais (Nursing and Midwifery board) is the competent authority.  
Details are validated and included in the second part of the deliverable: HPC-WP1-AUT





## 4.14 Italy

### 4.14.1 Data about healthcare professionals

	Number of professionals	
	WHO	HPRO Card's contact
<b>Pharmacists</b>	44 000	65 500
<b>Physicians</b>	215 001	
<b>Dental practitioner</b>	36 998	
<b>Nurses</b>	403 001	
<b>Midwives</b>	17 193	16 000

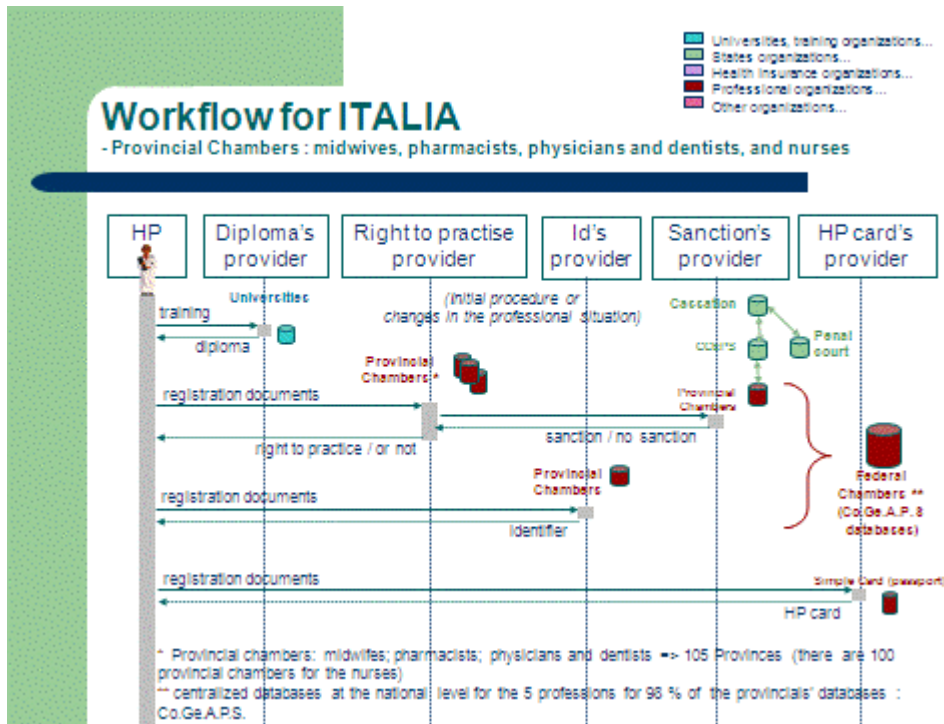
Working paper







#### 4.14.2 General view of the process



#### 4.14.3 Details on the process

In Italy, 4 Orders exist for the healthcare professionals concerned by the HPRO Card project.

##### Pharmacists; Physicians and Dental practitioners

**Pharmacists: Federazione degli Ordini dei Farmacisti Italiani (F.O.F.I.)**

**Physicians and dental practitioner: National Federation of the orders of Doctors and Dental practitioner in Italia (FNOMCEO)**

For these three professions the **competent authority is the provincial Chamber** which is responsible for the quality of the data in the register.

Main role of these orders:

- To register the healthcare professionals
- To promote initiatives to facilitate cultural progress for the healthcare professionals

To practice a healthcare professional has to be registered to his Order. He must have his full rights and his diploma from the University. The Order is responsible for checking the validity of this diploma with the University.

The territorial division of the Order is the 105 provinces. Each provincial order is autonomous: it registers the professionals and has its own database. A federal structure exists. Its aim is mainly to verify activities of the territorial orders.

The professional is registered to one provincial order only: or in the one he lives, or in the one he works. But anyway, he needs the authorization of the Order of the territory he practices. When he moves, he has to ask for the authorization to the new Order.





Regarding the disciplinary sanctions, there are different levels as following: **warnings**, which consist in admonishing the guilty person not to commit again the same fault; **Censure**, which is an official statement of blaming the professional for committing a fault; **Suspension** from the exercise of the profession, for a period which can last from 1 to 6 months, with the exception of some particular cases for which a longer period is provided by law (1 year). Strike the professional out from the pharmacists register.

In Italy, the registration of the sanction is problematic: not all decisions coming from the penal court is transmitted to the chamber.

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
IMI  Working meeting (2009 01 09)	P Muñoz (PGEU)  Fanny Chevalier (KADRIS)			

## Nurses

**For the nurses, mechanisms are different:** if provincial chambers exist, the national Federation keeps the register of the professionals. Anyway, professionals are registered at the provincial level.

**Nurses: Federation of the Ipasvi Colleges (*Federazione dei Collegi Ipasvi*):** The national Federation coordinates the Provincial Colleges and one of their main institutional duties is to keep the Registers of the professionals. In order to practice their profession, nurses are obliged to register. The elections to renew the local and national boards of directors are held every three years.

There are 100 Ipasvi Colleges: the first one were established in 1954 (Law 29th October 1954), the most recent ones to be established are those of Avellino, Caserta, Benevento, Lecco, Prato, Vibo Valentia, Biella and Crotone.

Information has to be clarified in order to identify the competent authority

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
internet	Fanny Chevalier (KADRIS)			

## Midwives

### **A New database for the healthcare professionals**

In 2008, a work on these databases has been done: a national data base is being implemented in Italy by the COGEAPS. This national database centralizes information for different healthcare professions and, for the moment, 98% of the orders have participated in it. CoGeAps's data bases represent nearly 1 million healthcare professionals. This information is available on line, with two parts (one public, one private).

The COGEAPS represents a consortium of all healthcare professionals' orders and some healthcare professionals' associations. In these associations, it is not obligated to be registered to practice, so data bases for these professionals are not complete. On the contrary, the data bases of the Order are complete.





The provincial orders are responsible for registering healthcare professionals, managing the data base and updating it. They transfer the information to the CoGeAps once a month. CoGeAps is now working in order the centralized data base can be updated in real time. The final objective is to gather all information from all orders.

#### 4.14.4 Details on the competent authorities

When definitively confirmed, details are included in another deliverable focusing on the list of competent authorities: HPC-WP1-AUT-v01-1GB

We need to clarify and validate this information

##### Pharmacists

###### "Ministero della salute

Dipartimento della qualità  
Direzione generale risorse umane e professioni sanitarie  
Dott. Giovanni Leonardi  
Piazzale dell'Industria 20  
00144 Roma  
tel +06 59942119  
fax +06 59942419  
[g.leonardi@sanita.it](mailto:g.leonardi@sanita.it)<sup>26</sup>

❖ The **100 provincial chambers address** need to be added. However they are centrally coordinated through the Federazione Ordini Farmacisti Italiani (FOFI) which has the following address:

Via Palestro 75  
I-00185 Roma ITALIA (ITALY)  
Tel: +39 06.44.50.361  
Fax: +39 06.446.14.63  
E-mail: [fofi@fofi.it](mailto:fofi@fofi.it)  
Web: <http://www.fofi.it/>

##### Physicians and dental practitioners

There are 105 competent authorities: details to be collected

##### Nurses

*Federazione Nazionale Collegi Infermieri professionali, Assistenti sanitari, Viglatrici d'infanzia*  
Via Agostino Depretis 70,  
00184 Roma  
tel 0646200101  
fax 0646200131

Contact included in the HPRO Card?  
Web site: [www.ipasvi.it](http://www.ipasvi.it)

---

<sup>26</sup> IMI projet





**Midwives**

**Federazione Nazionale Collegi Ostetriche**

**www.fnco.it**

**segreteria@fnco.it**

or

**Ministero della salute**

Direzione Generale della risorse umane e delle professioni sanitarie- Ufficio IV

Piazza dell'Industria, 20

IT- 00144 Roma

Tel : +39 06 5994 2895

+ 39 06 5994 2406

Fax : +39 06 5994 2419

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
Julie-Jeanne Regnault (liste de l'autorité compétente + liste de l'UE)	F. Chevalier (KADRIS)			

Working paper



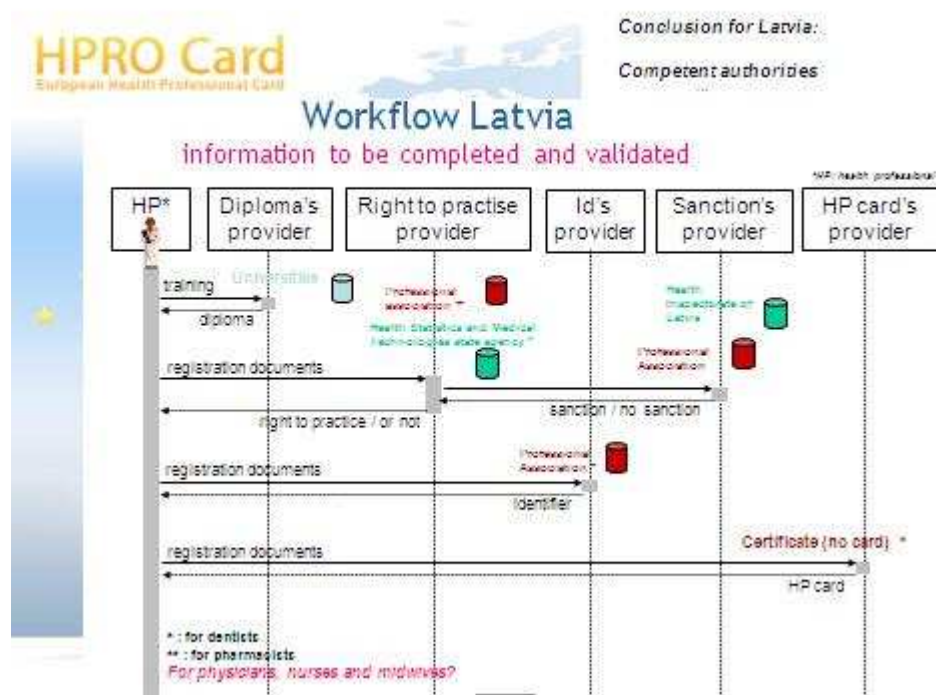


## 4.15 Latvia

### 4.15.1 Data about healthcare professionals

	Number of professionals	
	WHO	HPRO Card's contact
<b>Pharmacists</b>	NC	2 721
<b>Physicians</b>	7 200	
<b>Dental practitioner</b>	1 561	1 557
<b>Nurses</b>	12 398	
<b>Midwives</b>	442	

### 4.15.2 General view of the process







### 4.15.3 Details on the process

#### Pharmacists

The competent authority for the pharmacists is the Pharmacists Society of Latvia (PSL) organized at the national level. For instance, this professional association is in charge of checking that pharmacist hold appropriate diploma, checking the competence of pharmacists, in addition to the diploma obtained and checking their past morality. PSL is a competent Authority autorised by the Government to issue certificates confirming compliance of pharmacy qualifications with the Minimum Training Requirements.

It is also responsible for adopting disciplinary actions in case or professional misconduct. Several levels of sanction exist: Reprimand, temporary suspension of the right to practise, definitive practising interdiction. Fines are delivered by the State Pharmaceutical Inspection)

To practice it is mandatory to be registered in the Latvian Register of Pharmacists and Assistant pharmacists, managed by the PSL

#### Physicians

#### Dental practitioners

The Latvian Dental Association is the competent authority for dental practitioner. This association with the Health Inspectorate of Latvia is responsible for sanctions' registration.

A healthcare professionals' database is managed by a State agency called Health Statistics and Medical Technologies state agency.

This profession doesn't use any type of professional card. To prove their right to practice, a registration certificate is delivered by the professional association.

The Latvian Dental Association is also responsible for validating continuing education and training.

#### Nurses

#### Midwives

### 4.15.4 Details on the competent authorities

When definitively confirmed, details are included in another deliverable focusing on the list of competent authorities: HPC-WP1-AUT-v01-1GB

**Pharmacists** : the Pharmacists Society of Latvia (*Latvijas Farmaceitu biedrība*) is the competent authority.

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT

Source	Author of the contribution	validation	2 <sup>nd</sup> round validation
Questionnaire (2006)	F. Chevalier		







	(KADRIS)		
--	----------	--	--

**Physicians: the Latvian Medical Association** is the competent authority.  
Details are validated and included in the second part of the deliverable: HPC-WP1-AUT

**Dental practitioner:** the Latvian Dental Association (*Latvijas Zobārstu asociācija*) is the competent authority.

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT

Source	Author of the contribution	validation	2 <sup>nd</sup> round validation
Questionnaire	F. Chevalier (KADRIS)	Zane Bendika Latvian Dental Association	

### Nurses

**General care nurses:** Medical vocational education centre

**Specialised nurses:** Latvian Nurses association

### Midwives

#### **We need to clarify and validate this information**

to receive applications:

#### **Academic Information Centre**

Valnu 2, Riga, LV 1050  
tel +371 721 23 17  
tel +371 722 51 55  
fax +371 722 10 06  
www.aic.lv

#### **Latvian Medical Association**

Skolas 3, Riga, LV 1010  
tel +371 722 06 61  
fax +371 722 06 57

#### **Medical Professional Education Centre**

Kapselu 23  
LV-1046 Riga  
Tel: + 371 761 11 81  
Fax: + 371 760 24 67  
www.Mpic.lv

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
Julie-Jeanne Regnault (liste de l'autorité compétente + liste de l'UE)	F. Chevalier (KADRIS)			





Working paper



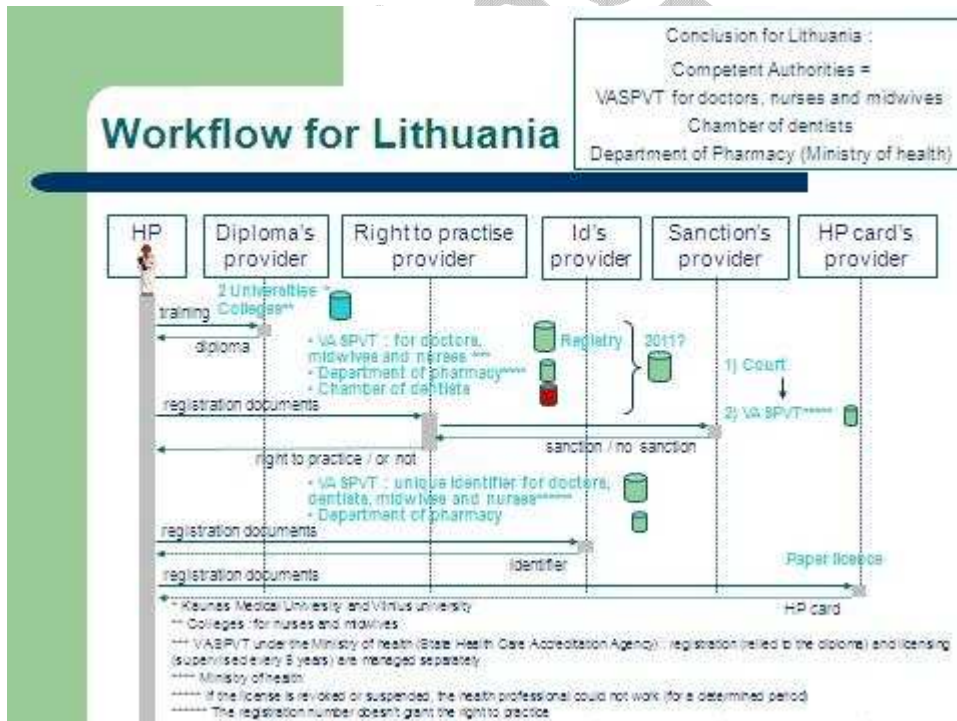


## 4.16 Lithuania

### 4.16.1 Data about healthcare professionals

	Number of professionals	
	WHO	HPRO Card's contact
<b>Pharmacists</b>	2 184	
<b>Physicians</b>	13 510	
<b>Dental practitioner</b>	2 249	
<b>Nurses</b>	25 169	
<b>Midwives</b>	971	

### 4.16.2 General view of the process





#### 4.16.3 Details on the process

##### Pharmacists, Physicians, Dental practitioners, Nurses, Midwives

Different legislations are driving the sector:

- The Law on the health system (1994, amended 1998)
- The Law on Medical practice (1996, amended 2004)
- The Law on Dental practice (1996, amended 2004)
- The Law on Nursing practice (2001)

And there are from the Minister of Health which relate to:

- registering of health care professionals,
- licensing of health care professionals.

The Ministry of Health is:

- responsible for general supervision of the entire health care system,
- the competent authority on the recognition of health care professional qualifications.

Concerning the training:

- Health care professionals are trained at Kaunas Medical University and Vilnius University,
- Colleges also provide training for nurses and midwives,
- Health care professionals training programs, training duration are agreed with Directive 2005/36/EC on the recognition of professional qualifications.

Due to the Law on Medical practice:

- Licensing of all medical professionals has been initiated in 1997,
- License in Medical Practice denotes a document which grants a person the right to engage in the practice of medicine in the Republic of Lithuania.

A person applying to the VASPVT – which is the State Health Care Accreditation Agency, under the Ministry of Health – for the purpose of obtaining a license for the Medical practice must submit the following documents:

- 1) the passport of a citizen of Lithuania or a document granting him or her the right of permanent residence in the Republic of Lithuania,
- 2) a medical university diploma which, according to the procedure established by laws, is accepted in the Republic of Lithuania,
- 3) a document, certifying completion of the residency in general medical practice,
- 4) a health certificate.

The license shall be revoked, if:

- 1) a person who applied for the issuance of a license, has submitted falsified or unsuitable documents,
- 2) the person's qualifications do not correspond with the requirements of indicated speciality,
- 3) the person has committed a serious medical practice error or frequently-repeated medical practice errors,
- 4) person has seriously violated the rights of a patient,
- 5) person is unable to perform his or her professional duties, for reasons of health,
- 6) a person is prohibited from engaging in the practice of medicine as result of the coming into effect of a court decision.

VASPVT is maintaining the:

- Register of health care professionals, with a unique number for physicians,
- Licenses given to health care professionals and supervised every 5 years,
- Licenses given to health care institutions:
  - Professionals,
  - medical devices,
  - health care technologies,
  - environment,
- Surveillance of the market of medical devices according to directives of EU,



- Draft statutory documents for the regulation of health care institutions.

That is to say that Registration and Licensing are two separated processes and the competent authority for registration is VASPVT.

The Registration number (stamp number) is the unique health care professional number which gives opportunity to identify the specialist. To get health care professional registration number it is required to have a medical university diploma which, according to the procedure established by laws, is accepted in the Republic of Lithuania. The Registration number does not grant a person the right to engage in the health care professional practice in the Republic of Lithuania. Universities (Kaunas Medical and Vilnius) and Colleges are liable to submit listing of university or college gradually during 5 days after delivering diplomas to VASPVT. The information about registered health care professionals is open for public on VASPVT website: [www.vaspvt.gov.lt](http://www.vaspvt.gov.lt).

According to the Law on Health system the Health care and pharmaceuticals specialists may practice, only upon being issued a license, exclusively in the specialty they have been trained in and in the cases specified by law.

The Register of Health Care and Pharmaceuticals Specialists shall be set up for the registration of specialists. The administration and the server are under the VASPVT responsibility.

The Register must be established and collect data on the issuance, supervision, suspension of, renewal and revocation of licenses

The Register of Health Care and Pharmaceuticals Specialists is still on the “paper”.

#### 4.16.4 Details on the competent authorities

When definitively confirmed, details are included in another deliverable focusing on the list of competent authorities: HPC-WP1-AUT-v01-1GB

**Pharmacists** : the **Department of Pharmacy (Ministry of health)** is the competent authority. Details are validated and included in the second part of the deliverable: HPC-WP1-AUT

**Physicians** : the **State Health Care Accreditation Agency under the Ministry of Health** is the competent authority. Details are validated and included in the second part of the deliverable: HPC-WP1-AUT

**Dental practitioners**: the **Lithuanian Dental Chamber** is the competent authority. Details are validated and included in the second part of the deliverable: HPC-WP1-AUT

**Nurses** : the **State Health Care Accreditation Agency under the Ministry of Health** is the competent authority. Details are validated and included in the second part of the deliverable: HPC-WP1-AUT

**Midwives** : the **State Health Care Accreditation Agency under the Ministry of Health** is the competent authority. Details are validated and included in the second part of the deliverable: HPC-WP1-AUT

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
Julie-Jeanne Regnault (liste de l'autorité compétente + liste de l'UE)				





Working meeting	M. Cimino (GIP CPS)			
-----------------	------------------------	--	--	--

Working paper







## 4.17 Luxembourg

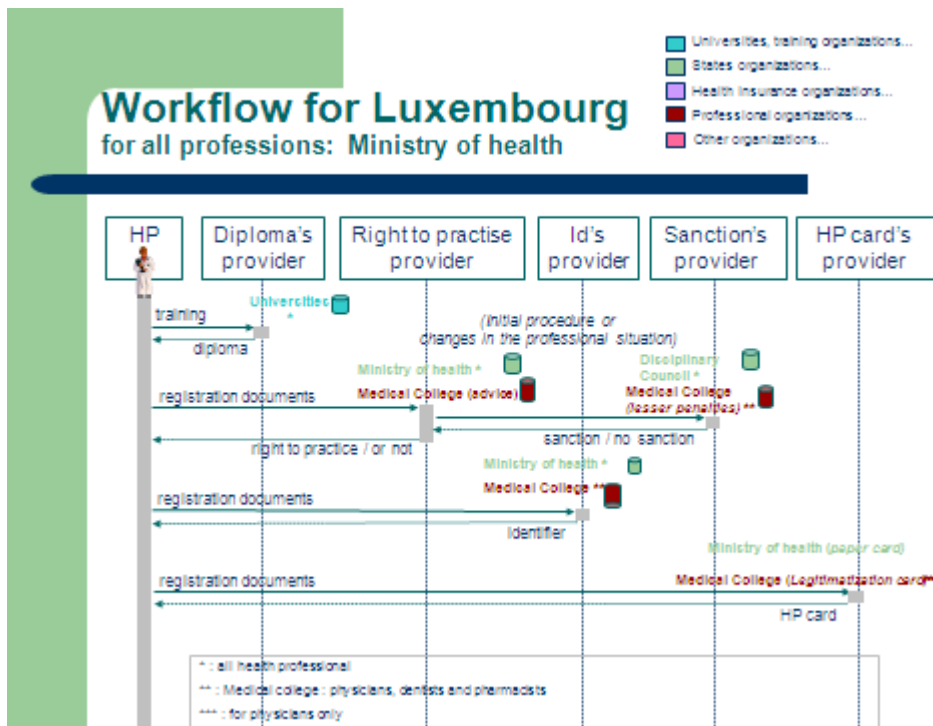
### 4.17.1 Data about healthcare professionals

	Number of professionals	
	WHO	HPRO Card's contact
<b>Pharmacists</b>	401	466
<b>Physicians</b>	1 308	1 507
<b>Dental practitioner</b>	358	406
<b>Nurses</b>	4 470	4 876
<b>Midwives</b>	136	191 <sup>27</sup>

### 4.17.2 General view of the process

<sup>27</sup> Nurses & midwives : sources nationales : <http://www.sante.public.lu/fr/catalogue-publications/travailler-sante-social/statistiques-professions/statistiques-professionnels-sante-activite-2007/index.html>





#### 4.17.3 Details on the process

##### Pharmacists, Physicians, Dental practitioners

The Ministry of health is the competent authority: it delivers the right to practice for these 3 professions.

Sanctions can be given at two levels:

- Intermediary sanctions are delivered by the Medical Council
- Definitive sanctions are delivered by the Ministry of health

The Medical Council uses to deliver "legitimization" cards to physicians (yellow paper card)

##### Nurses, Midwives

The Ministry of health is the competent authority. However another actor is important, as for pharmacists, physicians and dental practitioner. It is the Superior Council for various healthcare professions (CSCPS).

Ministry of health issues for the five healthcare professions paper professional cards and manages healthcare professionals' database.

#### 4.17.4 Details on the competent authorities

When definitively confirmed, details are included in another deliverable focusing on the list of competent authorities: HPC-WP1-AUT-v01-1GB





**Pharmacists, Physicians, Dental practitioners, Nurses, Midwives:** The Ministry of health is the competent authority.

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
Julie-Jeanne Regnault (liste de l'autorité compétente + liste de l'UE)	F. Chevalier (KADRIS)			
HPC Contacts (Mike Schwebag)	M. Cimino (GIP CPS)			

Working paper



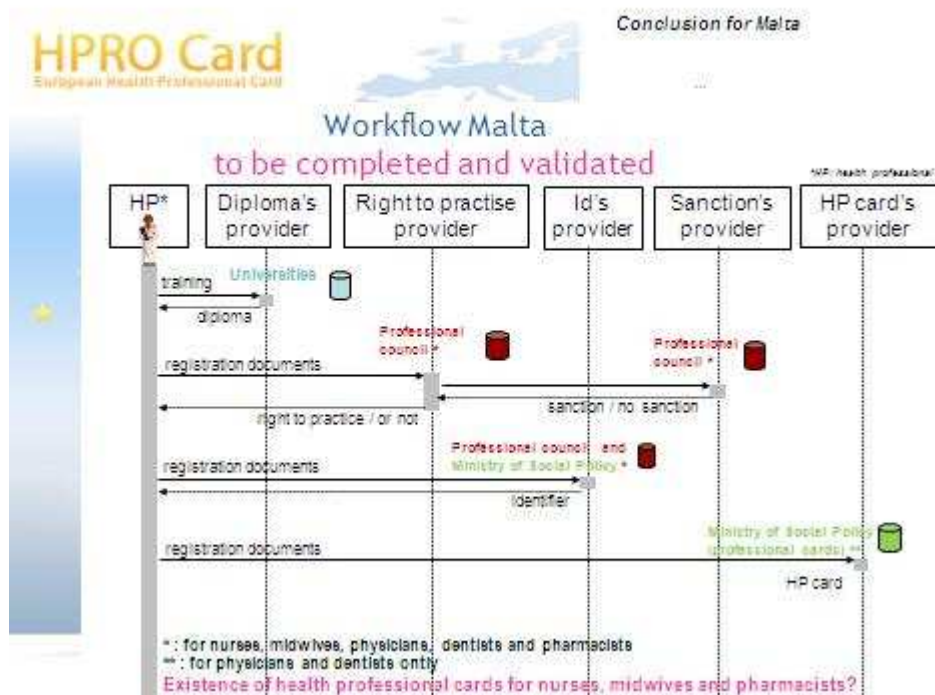


## 4.18 Malta

### 4.18.1 Data about healthcare professionals

	Number of professionals	
	WHO	HPRO Card's contact
Pharmacists	790	
Physicians and dental practitioner	1 754	2 000
Nurses	2 280	
Midwives	131	

### 4.18.2 General view of the process





### 4.18.3 Details on the process

The 3 healthcare professionals' orders depend on the Ministry for Social Policy.

#### Pharmacists

Pharmacy Council is the regulatory council for the pharmacists.

Source	Author of the contribution	Validation	2 <sup>nd</sup> round validation
Questionnaire	F. Chevalier (KADRIS)	Joseph Busattil	

#### Physicians and Dental practitioners

The Medical Council is responsible for registering all physicians and dental practitioner. The first time of his registration a certificate is given to the professional to prove his registration. The Medical Council is also responsible for registering sanctions.

The healthcare professional is identified since his period of training. His professional identifier is given by the Medical University of Malta.

The register of physicians and dental practitioner is under the responsibility of the Medical Council and the Ministry of Social Policy.

The Ministry of Social Policy delivers healthcare professional cards to physicians and dental practitioner. But the Medical Council is responsible for verifying the contents of the card. Its logo appears on the card.

Source	Author of the contribution	Validation	2 <sup>nd</sup> round validation
Questionnaires	F. Chevalier (KADRIS)	Mary Scicluna Medical Council	
www.sahha.gov.mt	F. Chevalier (KADRIS)		

#### Nurses and Midwives

The COUNCIL FOR NURSES AND MIDWIVES regulates the Nursing and Midwifery Professions in Malta. Its function is defined in the Health Care Professions Act 2003.

One of the main functions of the CNM is to regulate the entry to and exit from a register of health care professional if he/she is a nurse or a midwife.

The Council is responsible for the upholding of high professional and educational standards for both professions. CNM published the Code of Ethics for Midwives and Nurses in 1997 and is committed towards the attainment of excellence in the delivery of professional care by encouraging continuing professional development amongst its registrants.





Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
Julie-Jeanne Regnault (liste de l'autorité compétente + liste de l'UE)	F. Chevalier (KADRIS)			

#### 4.18.4 Details on the competent authorities

When definitively confirmed, details are included in another deliverable focusing on the list of competent authorities: HPC-WP1-AUT-v01-1GB

**Pharmacists:** the Pharmacy Council is the competent authority.

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT

**Physicians and dental practitioner:** The Medical Council is the competent authority.

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT

**Nurses and Midwives:** the Council of Nurses and Midwives is the competent authority.

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT

### 4.19 Netherlands

#### 4.19.1 Data about healthcare professionals

	Number of professionals	
	WHO	HPC Card's contact
<b>Pharmacists</b>	2 846	
<b>Physicians</b>	60 616	
<b>Dental practitioner</b>	8 006	
<b>Nurses</b>	237 355	
<b>Midwives</b>	2 197	3 000 <sup>28</sup>

<sup>28</sup> registered







#### 4.19.2 General view of the process



#### 4.19.3 Details on the process

##### Pharmacists, Physicians, Dental practitioners, Nurses and Midwives

**The competent authority is the same for the 5 healthcare professions.** It is the Registration and Information Health Care Professionals (*Registratie en Informatie Beroepsbeoefenaren in de Zorg [RIBIZ]*) that is a Ministry of health's department.

It is responsible for healthcare professionals' registration and sanction's issuing. It provides healthcare professionals' identifier. It manages 350 000 professionals.

**All healthcare professionals registered in the BIG-registers: doctors, dental practitioner, nurses, midwives and pharmacists have a professional smartcard**

##### Proof of registration

Registration can be proven by the Certificate of Current Professional Status. Every registree has a unique registration number which is a public number that can be used to search the register. The online registers at **www.ribiz.com** are updated daily. There is no HP-card issued to prove registration. (The UZI-card is a card to consult electronic patient records.)

##### Sanctions

The disciplinary courts can impose sanctions to registrees (suspension, erasure, restriction, conditions). Criminal courts can have a registration erased. The Ministry incorporates all sanctions in the registers.





*Being registered*

Registrees can stay on the registers all their life. Starting 2014 nurses and midwives need to have their registration renewed every 5 years through proof of professional experience or training. Similar legislation for the other professions is supposed to follow. (Specialists already need to have their specialist registration renewed every 5 years through proof of professional experience or training.)

Source	Author of the contribution	Validation	2 <sup>nd</sup> round validation
Questionnaires	Fanny Chevalier (KADRIS)	Mrs I.M. (Irma) Turenhout MBA agentschap CIBG	
Working meeting	Olivia Uguen (CNOM)		

**4.19.4 Details on the competent authorities**

When definitively confirmed, details are included in another deliverable focusing on the list of competent authorities: HPC-WP1-AUT-v01-1GB

**Pharmacists:** the Registration and Information Health Care Professionals is the competent authority. Details are validated and included in the second part of the deliverable: HPC-WP1-AUT

**Physicians:** the Registration and Information Health Care Professionals is the competent authority. Details are validated and included in the second part of the deliverable: HPC-WP1-AUT

**Dental practitioners:** the Registration and Information Health Care Professionals is the competent authority. Details are validated and included in the second part of the deliverable: HPC-WP1-AUT

**Nurses:** the Registration and Information Health Care Professionals is the competent authority. Details are validated and included in the second part of the deliverable: HPC-WP1-AUT

**Midwives:** the Registration and Information Health Care Professionals is the competent authority. Details are validated and included in the second part of the deliverable: HPC-WP1-AUT





## 4.20 Norway

The RPQ Directive applies to all EEA countries and by consequences to Norway.

### 4.20.1 Data about healthcare professionals

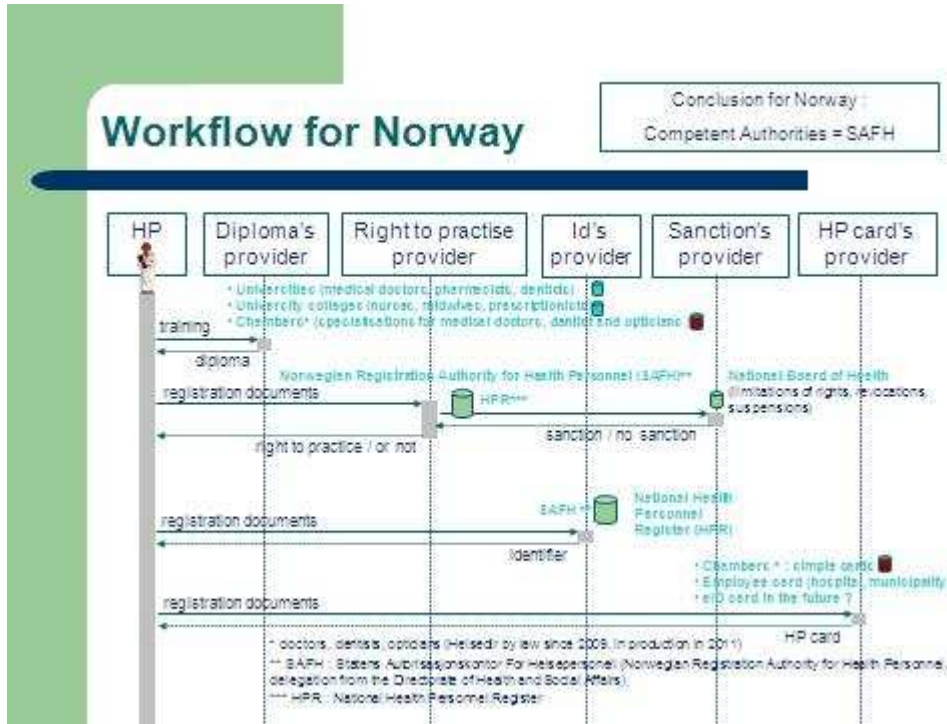
	Number of professionals	
	WHO	HPRO Card's contact
<b>Pharmacists</b>		3400
<b>Physicians</b>		30300
<b>Dental practitioner</b>		6200
<b>Nurses</b>		122700
<b>Midwives</b>		4100

Working paper





### 4.20.2 General view of the process



Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
Working meeting (sept.09)	M Cimino (GIP-CPS)			
IMI	P. Munoz (PGEU)			

### 4.20.3 Details on the process

#### Pharmacists, Physicians, Dental practitioners, Nurses, Midwives

The Norwegian Registration Authority for Health Personnel (*Statens autorisasjonskontor for helsepersonell* - SAFH) is responsible for granting the professional authorisation which is required for practising the applicants' profession within the legally regulated health personnel categories.





#### 4.20.4 Details on the competent authorities

When definitively confirmed, details are included in another deliverable focusing on the list of competent authorities: HPC-WP1-AUT-v01-1GB

**Pharmacists, Physicians, Dental practitioners, Nurses, Midwives : The Norwegian Registration Authority for Health Personnel (SAFH)** is the competent authority.

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
Julie-Jeanne Regnault (liste de l'autorité compétente)	F. Chevalier (KADRIS)			

Working paper





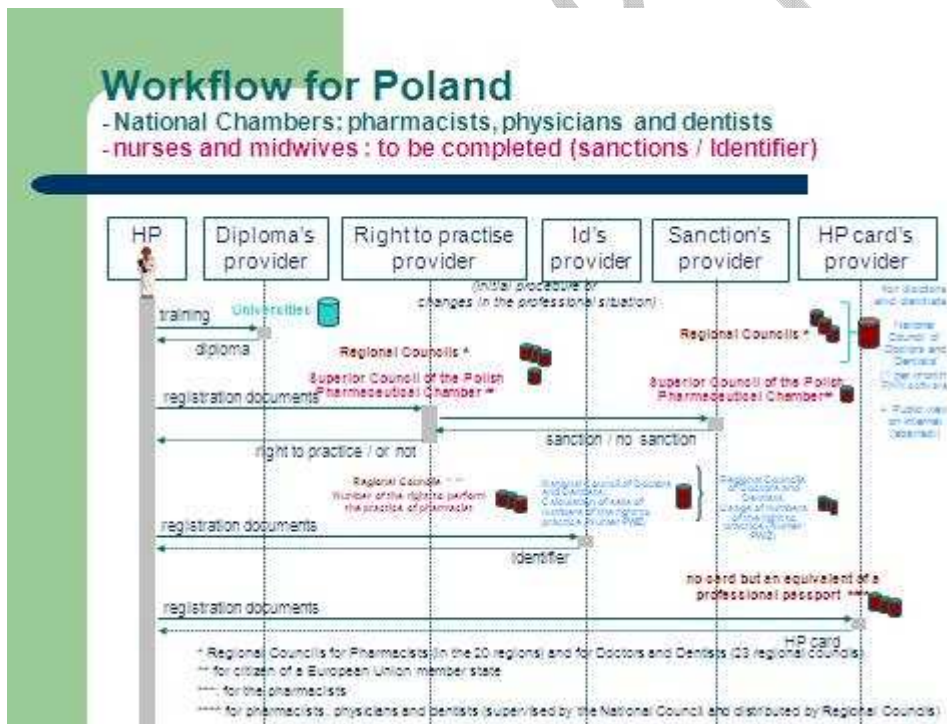


## 4.21 Poland

### 4.21.1 Data about healthcare professionals

	Number of professionals	
	WHO	HPRO Card's contact
<b>Pharmacists</b>	21 953	12 500
<b>Physicians</b>	75 990	127 290
<b>Dental practitioner</b>	11 871	34 512 (+ persons with physician and dentist titles : 571)
<b>Nurses and midwives</b>	199 470	303 648

### 4.21.2 General view of the process



### 4.21.3 Details on the process

#### Pharmacists







In Poland they are 20 regional pharmaceutical chambers and one national pharmaceutical chamber. The competent authority is the national chamber for pharmacists (this is not the case for the other healthcare professionals where the regional chambers are the competent authorities).

As far as the recognition of qualifications is concerned the chamber issues certificates in Polish languages (if the pharmacist needs them in another language he needs to translate them at his own expenses). Only pharmacists having their diploma after 1 May 2004 benefit from the automatic recognition of qualification, the one that passed their diploma before benefit from acquired rights according to the European directive 2005/36/EC. One requirement asked for a non Polish pharmacist to be registered is to speak Polish.

There are few non Polish pharmacists that work in Poland; however a lot of Polish pharmacists are working in another EU member states (mainly in UK, Ireland, Germany).

Registration of all pharmacists with the Polish Pharmaceutical Chamber is compulsory. The Chamber has disciplinary competences a hosts an online based data base that allows patients the checking of the registration of the pharmacist professional.

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
	I Baron (CNOP-France)			

### Physicians and dental practitioners

The Polish Chamber of Physicians and Dental practitioner (**Naczelna Izba Lekarska**) and the Regional Chambers of Physicians and Dental practitioner (**okręgowe izby lekarskie**) are the legal representative authorities for both physicians and dental practitioner. Indeed these organizational bodies associate in the chambers physicians and dental practitioner with equal status.

The territorial division of the regional chambers of physicians and dental practitioner is not the same as the one for the pharmacists. These chambers are divided into 23 regional chambers<sup>29</sup> and a separate chamber of military physicians and dental practitioner. They are the interlocutor of these healthcare professionals.

The right to practice is delivered by the regional chamber which holds a regional register. It registers as its members those physicians and dental practitioner who hold a right to practice the profession (diploma and no sanction) and intend to practice or practice as a physician or dentist within the jurisdiction of the given chamber. Membership in the chambers (regional and national) is mandatory. The regional chamber has sanctions competencies.

The regional chamber gives to each professional an identification code, called PWZ. This number is calculated by a national algorithm which allows this PWZ number to be a national identifier. Once a month, each regional chamber transfers the new registered professionals and updated information on the professionals to the national chamber, *via* unique software, called FINN. Thus the national

<sup>29</sup> Gdańsk, Koszalin, Szczecin, Gorzów Wlkp., Zielona Góra, Wrocław, Opole, Poznań, Bydgoszcz, Toruń, Olszlyn, Płock, Łódź, Częstochowa, Katowice, Bielsko-Biala, Kraków, Tarnów, Rzeszów, Lublin, Warszawa, Kielce, Białystok





chamber has a national register of physicians and dental practitioner even if its maintenance and updating is done at the regional level.

This PWZ code is given to the professional for his whole life. It does not change if the professional moves from his region. However when he moves, he is removed from the regional list of the initial chamber and he is registered in the list of the new regional chamber.

The reasons to be deleted from the list of members are several:

- death;
- deprivation of the right to practice the profession:
  - by virtue of decision of the medical court or the court judgment;
  - because of his/her inability to practice;
- renouncement of the license to practice;
- moving to the jurisdiction of another chamber.

**Access to the register:** The register held by regional and national chambers is divided into two parts. One is private and contains information about chambers' activities; private information protected by law, or delivered sanctions. To access these data, a personal identifier is needed.

The second part of the register is public and can be consulted in the web site of the national chamber (<http://www.nil.org.pl>). Everybody, professionals and patients, can check data about specific professionals. This public information contains for each professional: name, right to practice, citizen passport (PESEL number), specialities, and so on.

**Professional Card:** There is not professional card for neither physicians nor dental practitioner in Poland, but a professional passport delivered by the regional chambers and supervised by the national chamber.

To practice in another European Union member State, the professional has to obtain from the regional chamber a certificate giving the right to practice abroad. This certificate is a letter written in Polish. This certificate is not asked to practice in a non-European country.

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
Informative meeting (26/09/08)	M.Cimino (GIP-CPS) F.Chevalier (Kadris)			

### Nurses and Midwives

Diplomas are issued by universities.

To have the right to practice, nurses and midwives have to register to his regional order. There are 20 regional order managing 20 healthcare professionals' databases. A national chamber gathers all information about nurses and midwives.

Practitioners don't have any professional card but a paper passport.

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
GPUE	I. Baron (CNOP)			





	F.Chevalier (Kadris)			
--	-------------------------	--	--	--

#### 4.21.4 Details on the competent authorities

When definitively confirmed, details are included in another deliverable focusing on the list of competent authorities: HPC-WP1-AUT-v01-1GB

**Pharmacists:** the national pharmaceutical chamber (*Naczelna Izba Aptekarska*) is the competent authority.

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

**Physicians and dental practitioners:** *Naczelna Izba Lekarska* is the competent authority.

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

#### **Nurses and Midwives**

The national chamber: (*Naczelna Izba Pielęgniarek I Położnych*) is the competent authority. Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

Source	Author of the contribution	Viewed by (name & organisation)	Viewed by (name & organisation)	Viewed by (name & organisation)
Julie-Jeanne Regnault (liste de l'autorité compétente)	F. Chevalier (KADRIS)			



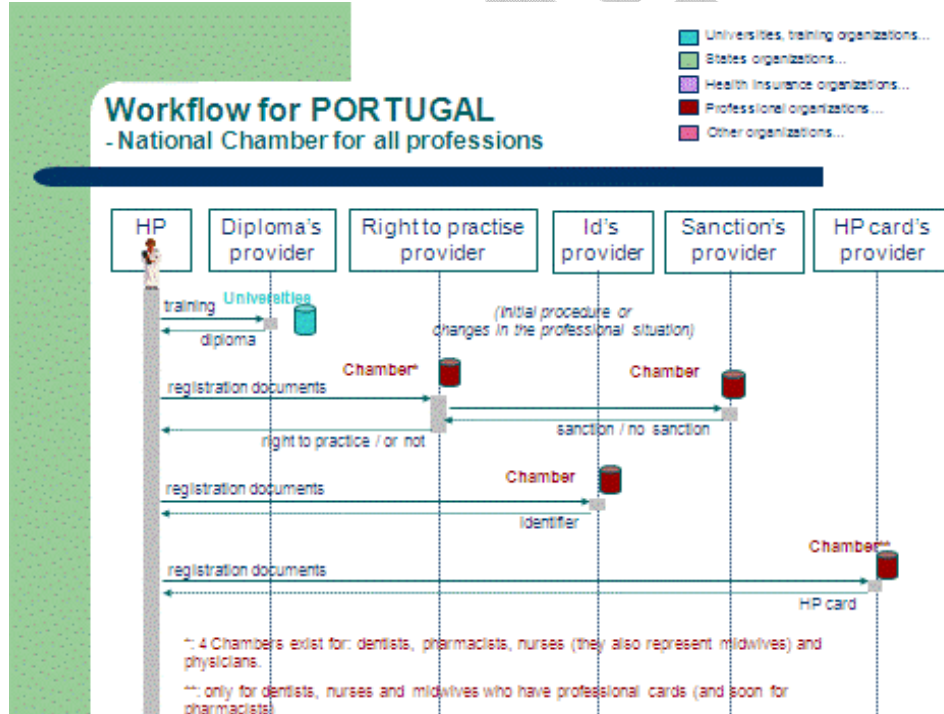


## 4.22 Portugal

### 4.22.1 Data about healthcare professionals

	Number of professionals	
	WHO	HPRO Card's contact
<b>Pharmacists</b>	10 369	
<b>Physicians</b>	36 311	39471
<b>Dental practitioner</b>	6 178	
<b>Nurses</b>	56 859	56859
<b>Midwives</b>	870	2 035 <sup>30</sup>

### 4.22.2 General view of the process



<sup>30</sup> registered





### 4.22.3 Details on the process

#### Pharmacists, physicians, dental practitioners, nurses and midwives

In Portugal, competent authorities for the 5 healthcare professions are the national Chambers.

There are 4 chambers:

- for dental practitioner: Chamber for dental practitioner (***Ordem dos Médicos Dentistas***)
- for physicians : Chamber for physicians (***Ordem dos Médicos***)
- for pharmacists: Chamber for pharmacists (***Ordem dos Farmacêuticos***)
- for nurses and midwives: Midwifery is a specialty in nursing (among 7 specialties). Indeed, the healthcare professional has to be first a nurse and then to get a specialty to be a midwife. Thus the two professions are represented by the same chamber: Chamber for nurses (***Ordem dos Enfermeiros***)

The right to practice is delivered by the national Chambers. Each chamber has its own administrative organisation: for instance, the Chamber for nurses is divided in 5 regional sections (*secções regionais*<sup>31</sup>) and the Chamber for dental practitioner has two delegations more than its head of office in Porto (Lisbon and Madeira). However in each case the registration is centralized in the national Chamber. To practice the healthcare professional has to register in the Chamber.

All chambers are acting on behalf of the Public health and they are public associations independent of the Ministry of Health. The Chambers are responsible for sanctioning healthcare professionals.

Each Chamber gives to the healthcare professional an identification code, unique and for his whole life, unless in case of striking off or change of career. If the professional is suspended for a period, he will keep the same identification number.

Healthcare professional cards are different depending on the profession.

**The pharmacists** have a plastic card; they keep it for their whole career. However they will change it soon in order to have a card like the French one but without the chip.

**The nurses** have a professional card. They keep it during their whole career but every year they add a new stamp. The bar code on their card does not serve.

**The dental practitioner** have a professional card with a chip. They use it to fight against illegal practice.

**The physicians** have a plastic card too, as the pharmacists

In each case, the Chamber gives the professional document, but the print is done by another enterprise. The Chamber manages the database.

A register on line exists for nurses, dental practitioner and physicians. It allows to check professional's registration in the legal register (the chamber's register). It gives access to the name of the healthcare professional, to his specialty and his localization (more or less precise, depending on the data base).

<sup>31</sup> Norte, Centro, Sul, Madeira, Açores.







Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
IMI  Informative meeting (16/10/08)	P Muñoz (PGEU)  F.Chevalier (Kadris)	Nuno Valério (pharmacist)		

#### 4.22.4 Details on the competent authorities

When definitively confirmed, details are included in another deliverable focusing on the list of competent authorities: HPC-WP1-AUT-v01-1GB

##### Pharmacists

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

##### Physicians

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

##### Dental practitioners

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

##### Nurses and midwives

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

Working Paper







## 4.23 Romania

### 4.23.1 Data about healthcare professionals

	Number of professionals	
	WHO	HPRO Card's contact
<b>Pharmacists</b>	900	
<b>Physicians</b>	41 455	
<b>Dental practitioner</b>	4 360	
<b>Nurses</b>	85 785	
<b>Midwives</b>	4 913	6 000 <sup>32</sup>

### 4.23.2 General view of the process

---

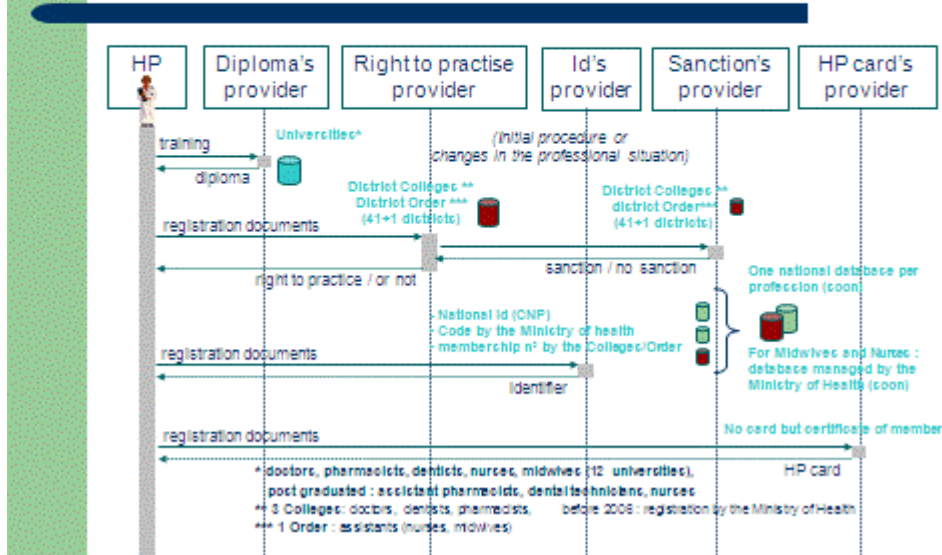
<sup>32</sup> registered





## Workflow for Romania

- District college: all professions



### 4.23.3 Details on the process

#### Pharmacists, physicians, dental practitioners, nurses and midwives

The diploma for becoming a healthcare professional is issued by each university or college. To practice, the healthcare professional must register from 2006 for physicians, pharmacists and dental practitioner; and since 2008 for nurses and midwives in the college (or order) of their profession. This mandatory registration is renewable every year.

**College of Physicians:** Colegiul Medicilor din România

**College of Dental practitioner:** Colegiul Medicilor Dentist din Romania

**College of Pharmacists:** Colegiul Farmaciștilor din România

**Order of Nurses and Midwives:** Ordinul Asistenților Medicali din România și Moașelor

The College is organized territorially: the professionals are registered in each district in which they practice. There are 42 regional branches (41 districts and the capital<sup>33</sup>) which are managed independently.

Each healthcare professional is registered at the district level. The territorial division owns and manages databases for healthcare professionals.

<sup>33</sup> ALBA; ARAD; ARGES; BACAU ; BIHOR ; BISTRITA-NASAUD ; BOTOSANI BRAILA; BRASOV;BUCHAREST; BUZAU; CARAS-SEVERIN; CALARASI ; CLUJ ; CONSTANTA ; COVASNA ; DAMBOVITA ; DOLJ; GALATI; GIURGIU; GORJ; HARGHITA; HUNEDOARA ; IALOMITA; IASI; ILFOV; MARAMURES; MEHEDINTI; MURES; NEAMT; OLT; PRAHOVA ; SALAJ; SATU-MARE; SIBIU; SUCEAVA; TELEORMAN; TIMIS; TULCEA; VALCEA; VASLUI; VRANCEA





the creation of a system to centralize databases at national level is underway. This system should be operational by mid-2009 for all professions. Pending this, the stakeholders for the project are HPRO Card territorial branches of the rooms.

**The identification of healthcare professionals can be done at three different levels:**

- Identity cards
- The user ID given by the Ministry of Health
- The registration number of the Professional Chamber.

Currently, none of the five healthcare professionals have a professional card. The identification document is a "Certificate of college or order" (type A4).

**4.23.4 Details on the competent authorities**

When definitively confirmed, details are included in another deliverable focusing on the list of competent authorities: HPC-WP1-AUT-v01-1GB

**Pharmacists**

Addresses are identified: as they are 42 competent authorities, they are listed in another deliverable named "*adrese C.J.F*"

**Physicians: College of Physicians is the** competent authority

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

**Dental practitioners**

Addresses are identified: as they are 43 competent authorities, they are listed in another deliverable named "*address competent authorities Romania*"

**Nurses and midwives**

Addresses are identified: as they are 43 competent authorities, they are listed in another deliverable named "*address competent authorities Romania*"

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)
Working meeting	F. Chevalier (KADRIS)	Pharm. Elena Clara Popescu Vicepresident of The Romanian College of Pharmacists	



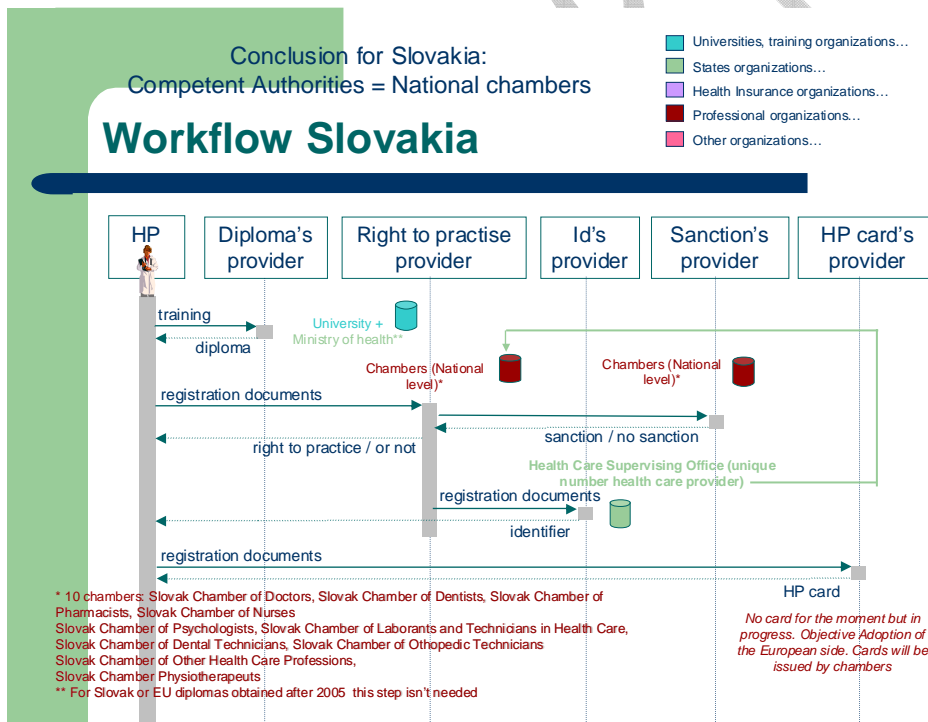


## 4.24 Slovakia

### 4.24.1 Data about healthcare professionals

	Number of professionals	
	WHO	HPRO Card's contact
<b>Pharmacists</b>	2 645	3 900
<b>Physicians</b>	16 919	21 000
<b>Dental practitioner</b>	2 448	3 000
<b>Nurses</b>	34 113	35 000
<b>Midwives</b>	1 723	2 185 <sup>34</sup>

### 4.24.2 General view of the process



<sup>34</sup> Registered midwives





### 4.24.3 Details on the process

#### Pharmacists, physicians, dental practitioners, nurses, midwives

Explanation for the recognition of diploma for non Slovak people,

- The Ministry of health together with the Slovak health university have to approve the foreign diploma. They inform the chamber about their decision.
- The chamber issues then a license to authorize the health care professional.
- The regional authority gives a license to provide health services.
- The health care supervising office gives to the professional a unique identifier.

Healthcare professionals are organized in chambers. There is one chamber for the doctors, one for the pharmacists, one for the dental practitioner, midwives and nurses are in the same chamber. Every chamber maintains its own register. The registration in the register is obligatory, but the membership of the chamber is not. The data contained in the register are the same for members and non members (but the price for it is different).

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
	I Baron (CNOP) M Cimino (GIP-CPS)			

### 4.24.4 Details on the competent authorities

When definitively confirmed, details are included in another deliverable focusing on the list of competent authorities: HPC-WP1-AUT-v01-1GB

#### Pharmacists

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

#### Physicians

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

#### Dental practitioners

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

#### Nurses and Midwives

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB



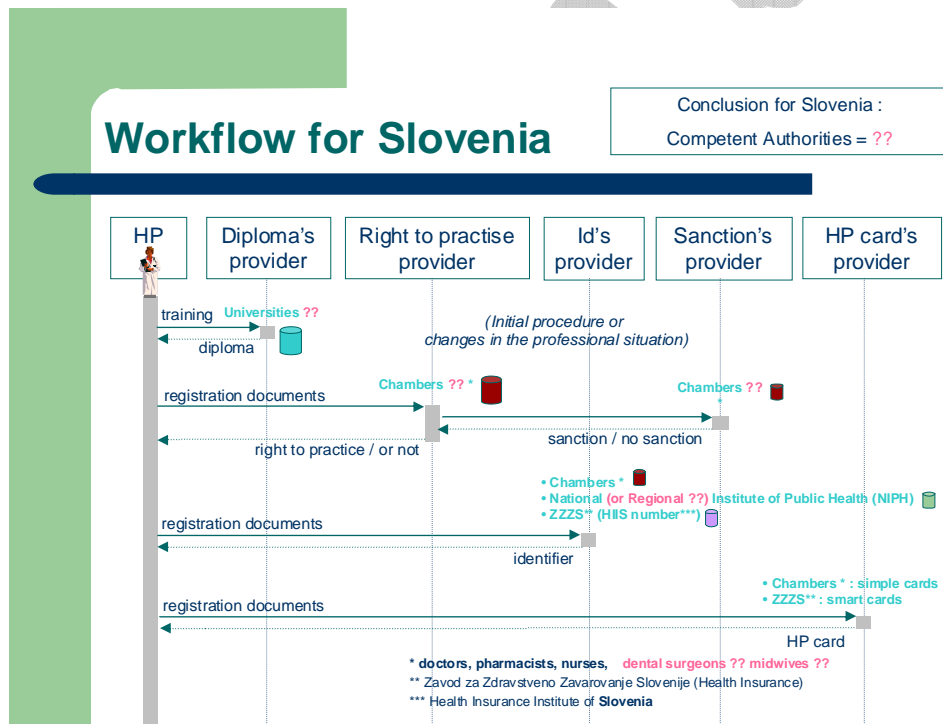


## 4.25 Slovenia

### 4.25.1 Data about healthcare professionals

	Number of professionals	
	WHO	HPRO Card's contact
<b>Pharmacists</b>	908	
<b>Physicians</b>	4 740	
<b>Dental practitioner</b>	1 202	
<b>Nurses</b>	15 113	
<b>Midwives</b>	657	619

### 4.25.2 General view of the process







### 4.25.3 Details on the process

#### Pharmacists

The Ministry of Health is the competent authority in order to recognise pharmacist titles.

To have the right to practise a professional should register with the Chamber of pharmacist. The chamber has an obligation to carry on a register of pharmacists. It has also disciplinary competences.

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
IMI	P Muñoz (PGEU)			

#### Physicians

#### Dental practitioners

#### Nurses

#### Midwives

### 4.25.4 Details on the competent authorities

When definitively confirmed, details are included in another deliverable focusing on the list of competent authorities: HPC-WP1-AUT-v01-1GB

We need to clarify and validate the information

#### Pharmacists

##### "Ministry of Health

Mrs Tina Jamsek<sup>35</sup>

1000 Ljubljana

Telephone: +386-1-478-60-81

Fax: +386-1-478-60-58

E-mail: tina.jamsek@gov.si

Website: <http://www2.gov.si/mz/mz-splet.nsf>

##### Slovenian Chamber of Pharmacy

Vojkova 48

1000 Ljubljana SLOVENIJE (SLOVENIA)

Tel: +386 300.81.70

Fax: +386 431.81.68

E-mail: [lek-zbor@lek-zbor.si](mailto:lek-zbor@lek-zbor.si)

Web: <http://www.lek-zbor.si/>

<sup>35</sup> IMI projet





**Physicians**

**Dental practitioners**

**Nurses**

**Midwives**

**to receive applications:**

**Ministrstvo za delo, družino in socialne zadeve (Ministry of Labour, Family and Social Affairs)**

Kotnikova 5, 1000 Ljubljana

tel +386 1 478 3357

fax +386 1 478 3493

spela.fortivec@gov.si

**to issue certificates referred to in the directive:**

**Ministrstvo za zdravje (Ministry of Health)**

Štefanova 5, 1000 Ljubljana

tel +386 1 478 6001

fax +386 1 478 6058

[gp.mz@gov.si](mailto:gp.mz@gov.si)

**Chamber of Nursing and Midwifery**

**Headquarters:**

Vidovdanska cesta 9,  
1000 Ljubljana  
SLOVENIA

Tel: +386 (0)1 231 60 55

Fax: +386 (0)1 434 49 03

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
Julie-Jeanne Regnault (liste de l'autorité compétente)	F. Chevalier (KADRIS)			





## 4.26 Spain

### 4.26.1 Data about healthcare professionals

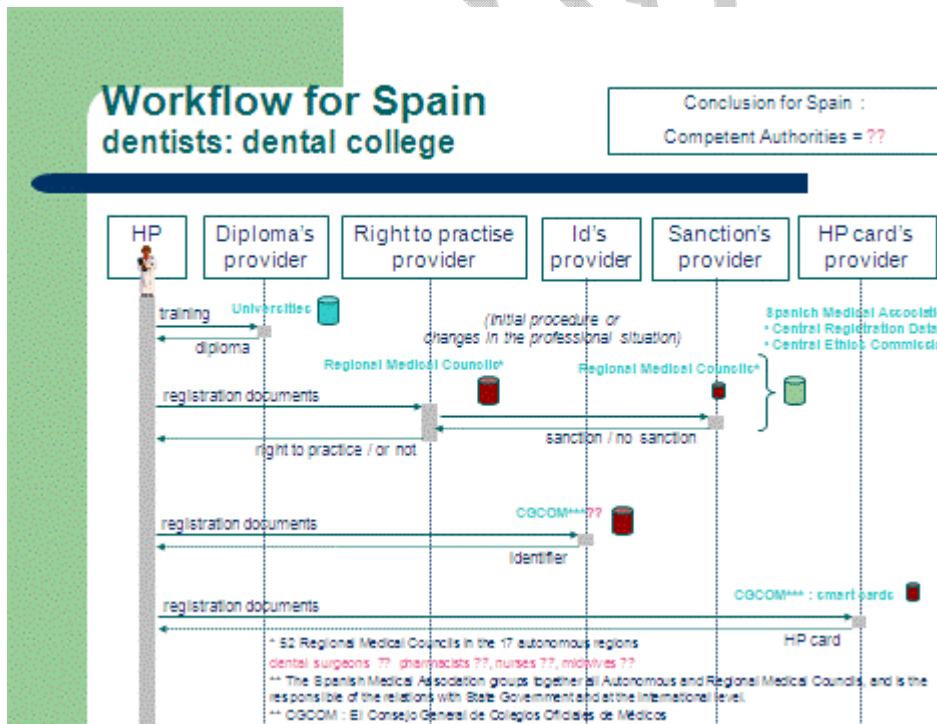
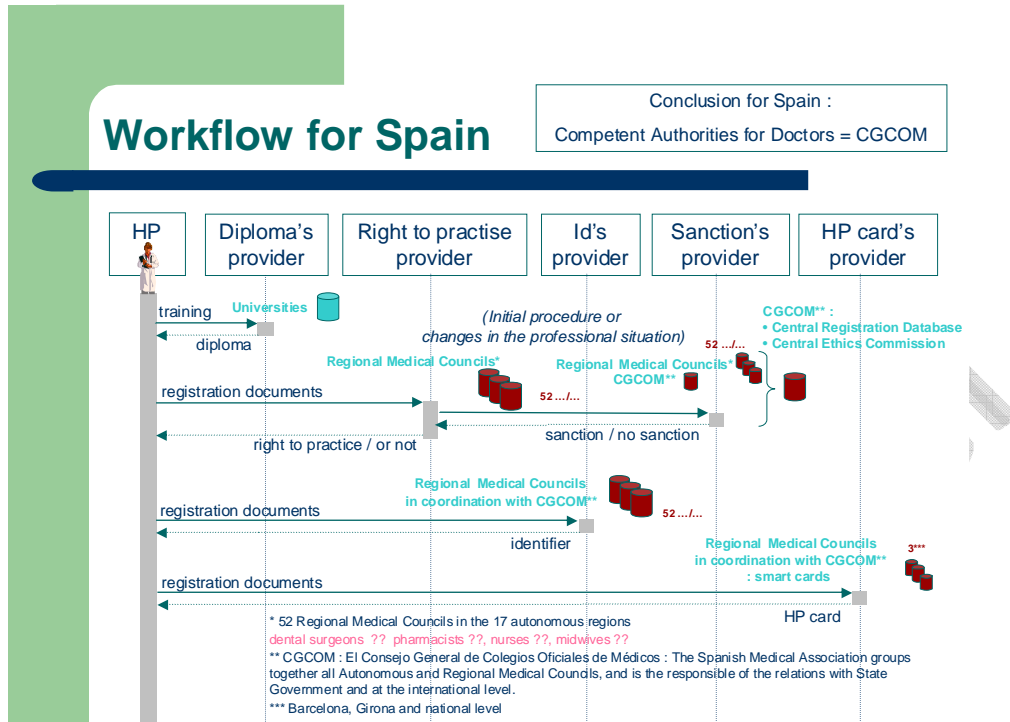
	Number of professionals	
	WHO	HPRO Card's contact
<b>Pharmacists</b>	39 900	61 975
<b>Physicians</b>	139 728	
<b>Dental practitioner</b>	23 299	25 697
<b>Nurses</b>	322 601	213.000
<b>Midwives</b>	7 032	

Working paper





### 4.26.2 General view of the process





### 4.26.3 Details on the process

#### Pharmacists

The Ministry of Education and Sciences is the competent authority in order to recognise and homologate pharmacist titles.

There are 52 provincial Pharmacy chambers where the registration is compulsory for all active pharmacists. The Pharmacy Chambers have an obligation to carry on a register of pharmacists. The chambers have disciplinary competences. But both regional and national chambers are responsible for sanction's registration.

The national chamber is in charge of providing an identifier to each pharmacist and is responsible for the professional database.

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
IMI	P Muñoz (PGEU)			

#### Physicians

Physicians register with the Spanish regional chamber to have the right to practice. Both regional and national chambers are responsible for sanctions' registration.

The identifier is provided by the national Chamber which is also responsible for the healthcare professionals' database.

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
Questionnaire CODE				

#### Dental practitioners

Every dentist has to register with the Spanish Dental College once his studies finished. This Dental College delivers and produces a healthcare professional card called "*Tarjeta Colegial*". Both regional and national Colleges are responsible for sanctions' registration.

The identifier is provided by the national Chamber which is also responsible for the healthcare professionals' database.

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
Questionnaire CODE				

#### Nurses and midwives

Nurses and midwives register with the Spanish regional chamber to have the right to practice. Both regional and national chambers are responsible for sanctions' registration. There are organised at different levels: there are 17 "*Consejos Autonómicos*" and 52 "*Colegios Provinciales*".





The identifier is provided by the national Chamber which is also responsible for the healthcare professionals' database.

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
Questionnaire CODE				

#### 4.26.4 Details on the competent authorities

When definitively confirmed, details are included in another deliverable focusing on the list of competent authorities: HPC-WP1-AUT-v01-1GB

**Pharmacists** : the National College of pharmacists (*Consejo General de Colegios Oficiales de Farmaceuticos de Espana*) is the competent authority.

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

**Physicians** : the National College of physicians (*Consejo General de Colegios oficiales de Médicos de España*).

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

**Dental practitioners** : the National College of dental practitioner (*Consejo General de Colegios Oficiales de Odontologos y Estomatologos de Espana*) is the competent authority.<sup>36</sup>

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

**Nurses** : the National College of Nurses (*Consejo General de Colegios Oficiales de Enfermeria de España*) is the competent authority.

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

**Midwives** : the National College of Nurses (*Consejo General de Colegios Oficiales de Enfermeria de España*) is the competent authority.

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
Julie-Jeanne Regnault (liste de l'autorité compétente)  questionnaire	F. Chevalier (KADRIS)			

<sup>36</sup> However, this information has to be re-validated because they answered the questionnaire writing that the competent authority has to be determined (there are two level possible : regional and national)





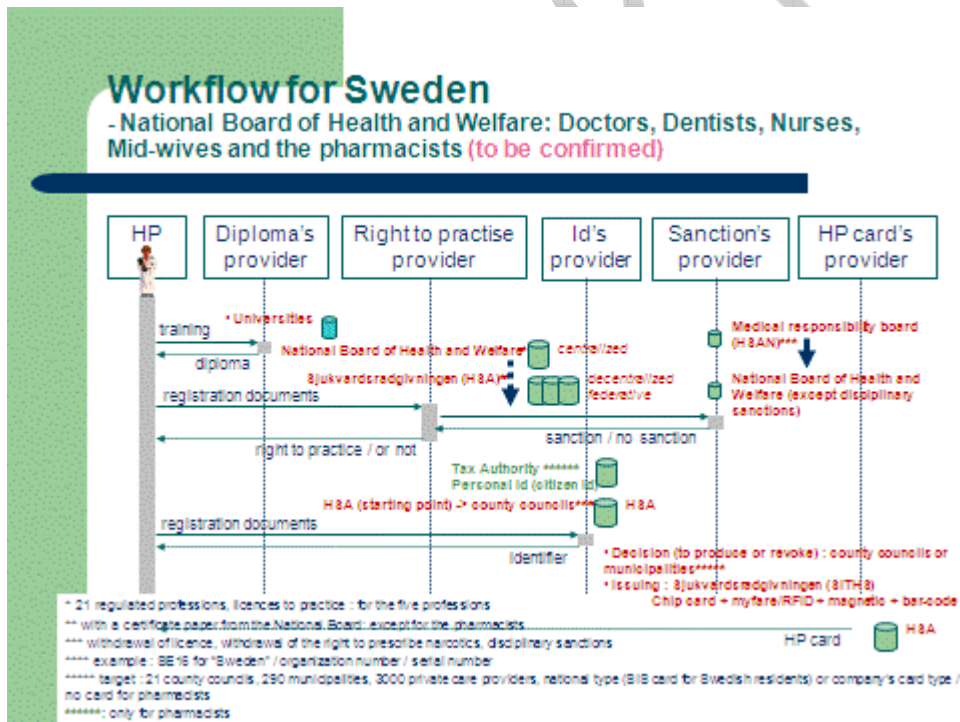


## 4.27 Sweden

### 4.27.1 Data about healthcare professionals

	Number of professionals	
	WHO	HPRO Card's contact
<b>Pharmacists</b>	5 436	2 913
<b>Physicians</b>	29 438	39 360
<b>Dental practitioner</b>	13 797	11 092
<b>Nurses</b>	92 233	135 054
<b>Midwives</b>	6 348	8 066 <sup>37</sup>

### 4.27.2 General view of the process



<sup>37</sup> Other figures given by NMC's report: 10 194 (registered)





### 4.27.3 Details on the process

#### Pharmacists, physicians, dental practitioners, nurses, midwives

In Sweden the competent authority is the national board for sanctions and diplomas, under the supervision of the Ministry of health.

The Ministry of health has approximately 250 employees; the National Board 740. The National Board is responsible for surveys, authorization and qualifications, etc. This last department represents 15 persons for 21 regulated professions.

The health care service is financed by regions.

Foreign health care providers need to provide their diploma and a status certificate to be able to practice in Sweden.

A foreign health care provider needs to be a resident in Sweden to have an Id card.

Sanctions are given by the National Board for all professions: withdrawal of license (ON/OFF: when a sanction is given it is a definitive sanction), withdrawal of the right to prescribe narcotics, survey (licence and control), disciplinary sanctions (warning). The license can be given back after 3 years. Sanctions are rare (around 20 cases per year).

Disciplinary sanctions are not registered in the National Board database.

Source	Author of the contribution	Viewed by (name & organism)	Viewed by (name & organism)	Viewed by (name & organism)
Julie-Jeanne Regnault (liste de l'autorité compétente)	F. Chevalier (KADRIS)			
Meeting	E. de Beauchesne (KADRIS)			

### 4.27.4 Details on the competent authorities

When definitively confirmed, details are included in another deliverable focusing on the list of competent authorities: HPC-WP1-AUT-v01-1GB

**Pharmacists, Physicians, Dental practitioners, Nurses, Midwives:** National Board of Health and Welfare (Socialstyrelsen)

Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB





## 4.28 United Kingdom

### 4.28.1 Data about healthcare professionals

	Number of professionals	
	WHO	HPRO Card's contact
<b>Pharmacists</b>	35 687	48 089 <sup>38</sup>
<b>Physicians</b>	127 241	
<b>Dental practitioner</b>	26 237	
<b>Nurses</b>	298 391	680,000 (and midwives)
<b>Midwives</b>	37 380	

### 4.28.2 General view of the process

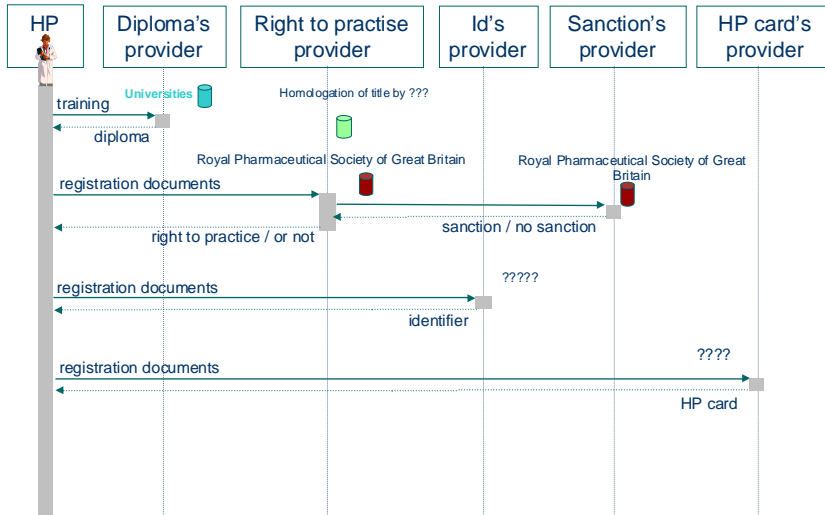
<sup>38</sup> Registered pharmacists (practicing : 39 673)





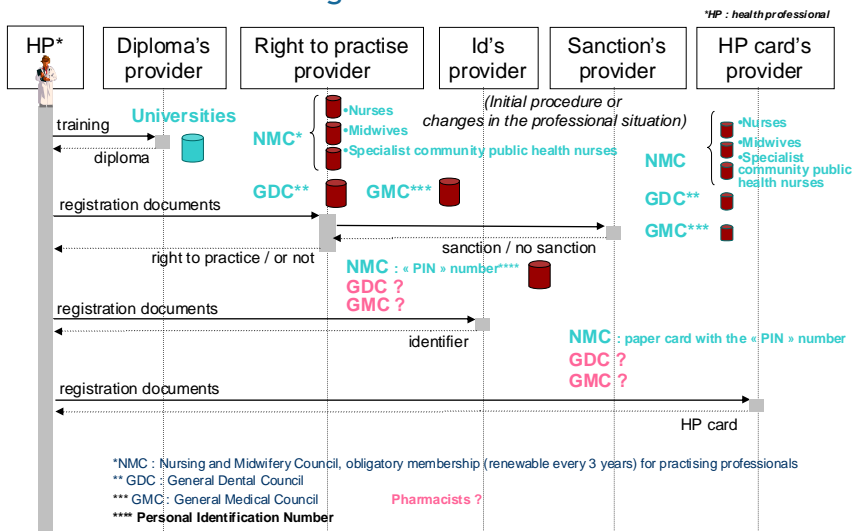
## Workflow for UK - Pharmacist

- Universities, training organizations...
- States organizations...
- Health Insurance organizations...
- Professional organizations...
- Other organizations...



Conclusion for UK :  
Competent Authorities = **Chambers ??**

## Workflow general model







**Dental practitioners:** the General Dental Council is the competent authority.  
Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

**Nurses and midwives:** the Nursing and Midwifery Council is the competent authority  
Details are validated and included in the second part of the deliverable: HPC-WP1-AUT-v01-1GB

Working paper







## 5 ANNEXES

---

### 5.1 Annexe 1: The questionnaire

#### HPRO Card Questionnaire

The objective of this questionnaire is to gather information in relation to registration of health professionals and to the existence of health professionals' cards in Europe. This project is funded by the European commission in the framework of VP/2007/014 of Directorate general for Employment, Social Affairs & Equal Opportunities corresponding to the line : "Promotion of geographic and job to job mobility for workers in the EU - INNOVATIVE PROJECTS". The project is based on European Directive 2005/36/EC on the recognition of professional qualifications mentioned and covers only the five regulated professions : doctors, dentists, nurses, midwives and pharmacists. The project was selected and began on March 1st 2008 for a 18 months duration.

Your contribution is most welcomed and needed. **Please send it back to your HPRO Card contact.**

Thank you !

#### ***Contact person***

**Organisation :** .....

**Name of the contact person for clarification of the information provided in this questionnaire :**

.....

**Email of contact person :** .....

**Professions regulated :** .....

**Country/region covered :** .....









<b>SIMlet...)</b>		
<b>Signature application</b>		
<p><b>Applicable certifications (indicate schema and protection profile: i.e Common Criteria + CEN CWA 14169):</b></p> <ul style="list-style-type: none"> <li>• <b>Microprocessor level.</b></li> <li>• <b>Operating system level.</b></li> <li>• <b>Applications level (especially e-Sign application).</b></li> </ul>		
<b>What kind of middleware is used or provided?</b>		

Working paper





## Information on PKI and interoperability

Table to complete for each PKI:

<p><b>Is there just one PKI provider or are there many, eligible for the health procedures?</b></p>	
<p><b>Is the PKI provider issuing the certificates owned or hired by the competent authority?</b></p>	
<p><b>What smartcards do the PKI provider use (from the table 1.4)?</b></p>	
<p><b>PKI trust model:</b></p> <ul style="list-style-type: none"> <li>• URL of the root public key (trusted root). Usage of self-signed certificates to publish the root keys.</li> <li>• URL of the Certification Policy and Certification Practices Statement.</li> <li>• PKI topology (hierarchical, cross-certification, bridges...)</li> <li>• Classification of certificates and identification of the applicable policies.             <ul style="list-style-type: none"> <li>○ Per usage: eSign certificates, auth certificates</li> <li>○ Per role: doctor...</li> <li>○ Other.</li> </ul> </li> </ul>	
<p><b>Briefing of the certification policies: what do certificates assure? (select all that apply):</b></p> <ul style="list-style-type: none"> <li>• Identity (National Identity Number).</li> <li>• Collegiate number.</li> <li>• Professional capabilities.</li> <li>• Electronic signature level:</li> </ul>	





<ul style="list-style-type: none"> <li>○ <b>Advanced eSign.</b></li> <li>○ <b>Qualified eSign.</b></li> </ul>	
<p><b>Do the certificates share a common format or different formats exist?</b></p> <p><b>(optionally, do certificates adhere to ETSI profiles, such as natural person certificate profile?)</b></p>	
<p><b>Does any of the following information exist in the certificate? Where is it located (ie. Subject Name, Subject Alternative Name, Other?)</b></p> <ul style="list-style-type: none"> <li>• <b>Collegiate identifier or number</b></li> <li>• <b>Name and surname of the subject</b></li> <li>• <b>National Identity number</b></li> <li>• <b>Certification Authority name</b></li> <li>• <b>Signature algorithm</b></li> <li>• <b>Validity (not before and not after)</b></li> <li>• <b>Subject alternative name</b></li> <li>• <b>CRL distribution point</b></li> <li>• <b>Email</b></li> <li>• <b>Subject public key</b></li> </ul>	
<p><b>What revocation status information do PKI providers use: CRL distribution, OCSP, other?.</b></p>	
<p><b>In case of CRLs, please detail if the PKI provider issue direct CRLs, indirect CRLs, complete or delta CRLs and contingency planning practices.</b></p>	
<p><b>Is there any PKI accreditation scheme that applies to all PKI providers, to many of none at all?</b></p>	
<p><b>Is any digital certificates validation scheme used? Is there one centralized validation authority or are there many?</b></p>	
<p><b>If yes, which are the applicable standards (select all that apply):</b></p>	







<ul style="list-style-type: none"> <li>• <b>OASIS Digital Signature Services (DSS).</b></li> <li>• <b>IETF Server based Certificate Validation Protocol (SCVP).</b></li> <li>• <b>Proprietary API.</b></li> <li>• <b>Proprietary Web Service Definition.</b></li> </ul>	
<p><b>Do validation authorities provide any interoperability service (i.e semantic extraction, translation)?</b></p>	
<p><b>Do validation authorities provide authentication services (SSO, Federated authentication - SAML, access control – XACML)?</b></p>	
<p><b>Contact details for PKI providers and validation services providers</b></p>	

Working paper





## epSOS

### Complementary questionnaire

Question	Answer	Comments
<p>Identity Databases and Identity Management for HCP</p>		
<p>This section of the technical questionnaire is primarily aimed at collecting and compiling information on if and how a HCP (subject) is registered, located, validated and identified in your country. Usually, this information is concentrated into a database, which may be queried in order to fulfil the above stated requirements. Please include any available information on what agency - if any - is validating the correctness and the actuality of the subjects.</p> <p>In order to harmonise the exchange of identity data, it is also required to focus on the specifics on how to (1.) address and extract the information and (2.) how the information is structured. Additionally, the concrete metrics on (3.) how enriched and (4.) granular the available subject information is at the moment may be stated.</p> <p>Please note, that a potential partitioning of those databases - such as national, regional, inter-/intra-enterprise, etc. - may be of significant importance.</p>		
<p><b>What type(-s) of identity registry / database for HCP are currently available in your country:</b></p> <ol style="list-style-type: none"> <li>1. national HCP identity DB</li> <li>2. regional / administrative district HCP identity DB</li> <li>3. enterprise / intra-organisational identity DB</li> <li>4. no HCP identity database / registry</li> </ol>		
<p><b>Are the identities approved by:</b></p> <ol style="list-style-type: none"> <li>1. a national (competent) authority</li> <li>2. a regional authority</li> <li>3. a national/regional supervisory entity</li> </ol>		





4. by a private entity (employer, hospital chain, ...)		
<p><b>What possibilities currently exist to discover those identities within your country:</b></p> <ol style="list-style-type: none"> <li>1. an online service with a public inter-organisation interface (such as LDAP, portal solution, ...)</li> <li>2. an offline organisation enabling the validation upon specific request</li> <li>3. an intra-organisation public online service enabling the validation of identities (PWP, LDAP, AD, ...)</li> </ol>		
<p><b>If a service exists, which enables discovering of the identities, what additional attributes to the identities are provided by that service?</b></p>		
<p><b>What possibilities currently exist for subjects to prove their identities within your country (please indicate any utilisation of digital certificates and its types):</b></p> <ol style="list-style-type: none"> <li>1. Possession of dedicated smart cards (HCP, ...)</li> <li>2. general smart cards (with special attributes)</li> <li>3. organisational validation (such as username/password and subsequent organisation-centred identity approval)</li> </ol>		
<p><b>Role Management and Databases</b></p>		
<p>After exploring the features and means of available subject information, it is now the focus to determine whether the plain identities are enriched with information on roles, functions, and groups.</p>		
<p><b>In your country, do the HCP have certain roles assigned reflecting their current organisation of labour and</b></p>		





<p><b>capabilities?</b></p>		
<p><b>Are - in your country - the role definitions harmonised:</b></p> <ol style="list-style-type: none"> <li>1. international (such as Dir. 2005/36/EC)</li> <li>2. national</li> <li>3. regional</li> <li>4. inter-organisational</li> <li>5. intra-organisational</li> </ol>		
<p><b>In reference to the question above, is your country featuring a compressed/core role set, for instance a mapping to the 10 most important medical roles? If so, please provide those core roles.</b></p>		
<p><b>Is the role set of your country suitable for:</b></p> <ol style="list-style-type: none"> <li>1. external addressing / localisation (such as cardiologist@HOSPITAL_A)</li> <li>2. mapping onto international reference roles</li> <li>3. logging of any role activation</li> </ol>		

Working paper





## 5.2 Annexe 2: Number of healthcare professionals –the WHO database

WHO's figures were found on its public website (<http://data.euro.who.int/hfad/>) in the beginning of 2008. They were calculated thanks to two data (mid-year population and healthcare professionals per 100 000 inhabitants).

These are the calculations:

Countries	Mid-year population	Number of Health Professionals / Professions (before 2003/2003/2004/2005/2006) <a href="http://data.euro.who.int/hfad/">http://data.euro.who.int/hfad/</a>										Total Health Professionals
		Doctors		Dental surgeons		Pharmacists		Nurses		Midwives		
		Physicians per 100000	number of Health Professionals	Dentists per 100000	number of Health Professionals	Pharmacists per 100000	number of Health Professionals	Nurses per 100000	number of Health Professionals	Midwives per 100000	number of Health Professionals	
Austria	8 281 948	363,05	30 068	53,94	4 467	61,65	5 106	628,41	52 045	20,97	1 737	93 422
Belgium	10 437 000	422,77	44 125	79,57	8 305	144,93	15 126	1341,31	139 933	69,85	7 290	214 838
Bulgaria	7 671 000	366,46	28 111	84,89	6 512	12,48	957	411,93	31 599	44,7	3 429	70 608
Cyprus	770 919	252,94	1 950	92,75	715	20,75	160	435,97	3 361	NC	NC	6 186
Czech Republic	10 109 000	362	36 595	68,58	6 933	57,79	5 842	859,57	86 894	41,8	4 226	140 489
Denmark	5 446 000	357,09	19 447	83,87	4 568	65,99	3 594	977,55	53 237	23,59	1 285	82 131
Estonia	1 343 547	328,53	4 414	87,46	1 175	64,68	869	655,21	8 803	33,05	444	15 705
Finland	5 262 000	329,86	17 357	85,33	4 490	155,11	8 162	855,95	45 040	35,92	1 890	76 939
France	60 723 000	341,35	207 278	68,14	41 377	114,34	69 431	772,38	469 012	27,99	16 996	804 094
Germany	82 716 000	343,86	284 427	79,41	65 685	56,76	46 950	780,03	645 210	20,56	17 006	1 059 278
Greece	11 148 533	500,33	55 779	121,02	13 492	69,15	7 709	337,66	37 644	22,58	2 517	117 142
Hungary	10 071 370	303,58	30 575	49,62	4 997	53,26	5 364	895,83	90 222	19,35	1 949	133 107
Ireland	4 239 848	292,32	12 394	56,94	2 414	88,16	3 738	1542,86	65 415	NC	NC	83 961
Italy	58 941 500	364,77	215 001	62,77	36 998	74,65	44 000	683,73	403 001	29,17	17 193	716 192
Latvia	2 287 948	314,69	7 200	68,23	1 561	NC	NC	541,88	12 398	19,32	442	21 601
Lithuania	3 394 082	398,05	13 510	66,26	2 249	64,35	2 184	741,56	25 169	28,61	971	44 083
Luxembourg	472 514	276,86	1 308	75,67	358	84,87	401	945,95	4 470	28,68	136	6 672
Malta	403 000	388,09	1 564	47,15	190	196,03	790	565,76	2 280	32,51	131	4 955
Netherlands	16 346 101	370,83	60 616	48,98	8 006	17,41	2 846	1452,06	237 355	13,44	2 197	311 021
Poland	38 132 276	199,28	75 990	31,13	11 871	57,57	21 953	468,51	178 654	54,59	20 816	309 283
Portugal	10 545 000	344,34	36 311	58,59	6 178	98,33	10 369	458,84	48 385	8,25	870	102 113
Romania	21 584 364	192,06	41 455	20,2	4 360	4,17	900	397,44	85 785	22,76	4 913	137 413
Slovakia	5 401 000	313,25	16 919	45,33	2 448	48,97	2 645	631,6	34 113	31,9	1 723	57 847
Slovenia	2 008 516	236,02	4 740	59,87	1 202	45,22	908	752,43	15 113	32,73	657	22 621
Spain	43 379 000	322,11	139 728	53,71	23 299	91,98	39 900	743,68	322 601	16,21	7 032	532 560
Sweden	9 070 000	324,57	29 438	152,12	13 797	59,93	5 436	1016,9	92 233	69,99	6 348	147 252
United Kingdom	59 847 000	212,61	127 241	43,84	26 237	59,63	35 687	498,59	298 391	62,46	37 380	524 936
<b>all UE Member States</b>	<b>490 032 466</b>		<b>1 543 541</b>		<b>303 884</b>		<b>341 026</b>		<b>3 488 421</b>		<b>159 579</b>	<b>5 836 450</b>

